

Singapore Yearbook of
**MANPOWER
STATISTICS
2019**



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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SINGAPORE YEARBOOK OF MANPOWER
STATISTICS 2019

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MISSION

*To provide timely and reliable
national statistical information on the labour market
to facilitate informed decision-making within the government and community-at-large*

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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, retrenchment, labour turnover, hours worked, conditions of employment, labour relations, workplace safety and health, higher education and skills training. Wherever possible, time-series data from 2008 to 2018 are included. This Yearbook is the 43rd 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 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 2019



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Notations

- : nil or negligible
- n.a. : not available / not applicable

Abbreviations

AME	: Average (Mean) Monthly Earnings
AWS	: Annual Wage Supplement
CET	: Continuing Education and Training
CHC	: Chinese Heritage Centre
CMS	: Career Matching Service
CPF	: Central Provident Fund
e2i	: Employment and Employability Institute
EDG	: Enterprise Development Grant
EOS	: Earth Observatory of Singapore
FWA	: Flexible Work Arrangement
IAC	: Industrial Arbitration Court
ISC	: ITE Skills Certificate
ITE	: Institute of Technical Education
MC	: Medical Certificate
MOE	: Ministry of Education
MOM	: Ministry of Manpower
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
Off-JT	: Off-the-Job Training
OJT	: On-the-Job Training
PCP	: Professional Conversion Programme
PET	: Pre-employment Training
PMETs	: Professionals, Managers, Executives and Technicians
PWM	: Progressive Wage Model

Abbreviations *(continued)*

RP	: Republic Polytechnic
RSIS	: S Rajaratnam School of International Studies
SBF	: Singapore Business Federation
SCElse	: Singapore Centre for Environmental Life Sciences Engineering
SIM	: Singapore Institute of Management
SIT	: Singapore Institute of Technology
SMU	: Singapore Management University
SNEF	: Singapore National Employers Federation
SP	: Singapore Polytechnic
SSG	: SkillsFuture Singapore
SSIC	: Singapore Standard Industrial Classification
SSOC	: Singapore Standard Occupational Classification
SUSS	: Singapore University of Social Sciences
SUTD	: Singapore University of Technology and Design
TACs	: Trade Associations & Chambers
TP	: Temasek Polytechnic
WLTD	: Work-Learn Technical Diploma
WMI	: Wealth Management Institute
WSG	: Workforce Singapore
WSQ	: Workforce Skills Qualification



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 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 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. Estimates of the total labour force are derived by combining data on residents obtained from the survey with foreign employment 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, 2008 – 2018 (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
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	2.0	2.9
2012	3,361.8	2,119.6	3,274.7	2,040.6	87.1	79.0	2.6	3.7	1.9	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	1.9	2.8
2015	3,610.6	2,232.3	3,516.0	2,147.8	94.6	84.5	2.6	3.8	2.0	2.8
2016	3,672.8	2,257.6	3,570.0	2,165.3	102.8	92.3	2.8	4.1	2.1	3.0
2017	3,657.0	2,269.7	3,550.1	2,175.3	106.9	94.4	2.9	4.2	2.2	3.1
2018	3,675.6	2,292.7	3,575.3	2,203.7	100.2	89.0	2.7	3.9	2.0	2.9

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

Note :

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.

A.2 KEY CHARACTERISTICS OF RESIDENT LABOUR FORCE, 2008 – 2018 (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
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
2015	68.3	76.7	60.4	65.7	73.9	58.0	80.5	89.8	71.8
2016	68.0	76.2	60.4	65.3	73.3	57.7	80.3	89.0	72.1
2017	67.7	76.0	59.8	64.9	73.0	57.2	80.7	89.4	72.4
2018	67.7	75.6	60.2	65.1	72.8	57.8	80.3	88.9	72.3

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

A.3 RESIDENT LABOUR FORCE AGED FIFTEEN YEARS AND OVER BY AGE, LABOUR FORCE STATUS AND SEX, JUNE 2018

Thousands

Age (Years)	Total			Employed			Unemployed		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
TOTAL	2,292.7	1,243.6	1,049.1	2,203.7	1,197.2	1,006.5	89.0	46.4	42.7
15 – 19	37.7	23.9	13.8	35.3	23.3	12.1	2.4	0.7	1.8
20 – 24	151.3	77.3	73.9	135.9	70.9	65.0	15.4	6.4	8.9
25 – 29	236.7	117.6	119.1	223.5	110.5	113.0	13.2	7.2	6.1
30 – 34	241.2	122.6	118.7	234.0	119.2	114.8	7.3	3.4	3.8
35 – 39	270.7	138.4	132.3	263.1	134.5	128.6	7.6	3.9	3.7
40 – 44	278.4	147.4	131.0	271.1	143.8	127.3	7.3	3.5	3.8
45 – 49	270.9	144.2	126.7	261.7	139.5	122.2	9.2	4.7	4.5
50 – 54	259.8	145.6	114.2	251.1	140.4	110.7	8.7	5.2	3.5
55 – 59	224.5	132.0	92.5	217.3	128.2	89.1	7.2	3.9	3.4
60 – 64	170.9	101.0	69.9	165.9	97.7	68.2	5.1	3.4	1.7
65 – 69	93.7	58.4	35.2	90.6	56.2	34.3	3.1	2.2	0.9
70 & Over	56.9	35.2	21.7	54.4	33.2	21.2	2.6	2.1	0.5

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, 2008 AND 2018 (JUNE)

Thousands

Highest Qualification Attained	2008			2018		
	Total	Males	Females	Total	Males	Females
TOTAL	1,928.3	1,093.2	835.1	2,292.7	1,243.6	1,049.1
Below Secondary	467.0	287.2	179.8	365.0	205.3	159.7
Secondary	452.8	236.2	216.6	375.9	192.6	183.2
Post-Secondary (Non-Tertiary)	186.0	116.5	69.5	264.3	163.7	100.6
Diploma & Professional Qualification	324.0	176.0	148.0	446.7	239.3	207.4
Degree	498.4	277.3	221.2	841.0	442.8	398.2

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 2018

Thousands

SSIC 2015	Industry	Total			15 – 19			20 – 29		
		Total	Males	Females	Total	Males	Females	Total	Males	Females
	TOTAL	2,203.7	1,197.2	1,006.5	35.3	23.3	12.1	359.3	181.4	178.0
C10-32	Manufacturing	228.2	145.0	83.1	0.8	0.5	0.3	21.3	12.2	9.1
F41-43	Construction	104.0	76.5	27.5	0.1	0.1	-	7.4	4.5	2.9
G-U	Services	1,849.9	960.8	889.1	34.2	22.6	11.6	327.7	163.0	164.7
G46-47	Wholesale & Retail Trade	352.5	176.5	176.0	3.9	1.3	2.6	42.8	18.4	24.4
H49-53	Transportation & Storage	199.0	151.0	48.1	1.5	0.9	0.5	24.1	14.5	9.7
I55-56	Accommodation & Food Services	134.4	59.4	75.0	5.7	2.7	3.0	19.6	9.4	10.2
J58-63	Information & Communications	92.1	54.6	37.5	1.2	0.4	0.8	18.3	9.4	8.9
K64-66	Financial & Insurance Services	196.0	94.5	101.6	1.1	0.3	0.7	38.1	17.7	20.3
L68	Real Estate Services	54.0	27.8	26.2	0.2	0.1	0.2	5.7	2.3	3.4
M69-75	Professional Services	174.4	92.1	82.3	0.9	0.3	0.6	35.2	14.7	20.5
N77-82	Administrative & Support Services	119.9	69.0	50.9	0.7	0.3	0.4	14.4	8.3	6.0
O84,P85	Public Administration & Education	296.9	160.2	136.6	16.4	15.5	0.9	84.7	57.1	27.6
Q86-88	Health & Social Services	126.0	28.8	97.2	0.8	0.1	0.8	28.5	4.8	23.7
R90-93	Arts, Entertainment & Recreation	37.7	19.3	18.4	1.5	0.7	0.7	8.4	3.7	4.7
S94-U99	Other Community, Social & Personal Services	67.1	27.7	39.4	0.4	-	0.4	8.0	2.8	5.2
A,B,D,E,V	Others¹	21.6	14.9	6.7	0.2	0.1	0.2	3.0	1.7	1.4

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 2018 (continued)

Thousands

SSIC 2015	Industry	30 – 39			40 – 49			50 – 59			60 & Over		
		Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
	TOTAL	497.1	253.7	243.4	532.8	283.3	249.5	468.4	268.5	199.8	310.8	187.1	123.7
C10-32	Manufacturing	48.0	28.9	19.1	69.9	45.0	25.0	59.0	38.4	20.6	29.2	20.1	9.1
F41-43	Construction	19.3	12.5	6.9	27.9	19.7	8.1	30.6	24.8	5.8	18.7	14.8	3.9
G-U	Services	425.1	208.9	216.1	429.9	215.3	214.6	374.2	201.9	172.3	258.9	149.0	109.9
G46-47	Wholesale & Retail Trade	79.1	38.7	40.5	91.2	45.5	45.6	82.0	42.5	39.6	53.5	30.1	23.3
H49-53	Transportation & Storage	36.1	24.7	11.4	44.4	31.7	12.7	54.0	44.6	9.4	38.9	34.6	4.3
I55-56	Accommodation & Food Services	18.3	8.5	9.7	25.1	10.1	15.0	32.6	14.1	18.5	33.1	14.5	18.6
J58-63	Information & Communications	29.5	17.5	12.0	27.5	17.7	9.8	11.5	7.0	4.5	4.2	2.5	1.7
K64-66	Financial & Insurance Services	60.1	29.3	30.7	51.6	24.2	27.4	32.5	16.2	16.3	12.7	6.7	6.0
L68	Real Estate Services	11.6	6.2	5.4	13.0	6.3	6.7	12.8	7.2	5.6	10.7	5.7	5.0
M69-75	Professional Services	48.5	25.9	22.6	41.7	22.1	19.6	32.0	19.3	12.7	16.2	9.9	6.4
N77-82	Administrative & Support Services	19.5	11.1	8.4	22.4	11.8	10.6	26.7	15.6	11.1	36.2	21.8	14.4
O84,P85	Public Administration & Education	68.5	31.1	37.3	63.0	28.6	34.3	43.5	18.5	24.9	20.9	9.3	11.6
Q86-88	Health & Social Services	33.0	7.4	25.5	25.5	6.3	19.2	23.2	5.7	17.5	15.0	4.5	10.4
R90-93	Arts, Entertainment & Recreation	8.8	4.1	4.7	8.4	5.0	3.4	6.5	3.5	2.9	4.2	2.3	1.9
S94-U99	Other Community, Social & Personal Services	12.2	4.4	7.9	16.2	5.9	10.3	17.0	7.6	9.4	13.2	7.1	6.2
A,B,D,E,V	Others¹	4.7	3.4	1.4	5.1	3.3	1.8	4.5	3.4	1.1	3.9	3.1	0.8

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 2018

Thousands

Occupation (SSOC 2015)	Total			15 – 19			20 – 29		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
TOTAL	2,203.7	1,197.2	1,006.5	35.3	23.3	12.1	359.3	181.4	178.0
Managers & Administrators	265.3	164.9	100.5	-	-	-	6.9	2.5	4.3
Working Proprietors	57.5	40.5	17.0	-	-	-	2.7	1.6	1.1
Professionals	449.7	245.9	203.7	0.3	-	0.3	78.0	32.2	45.8
Associate Professionals & Technicians	481.5	244.9	236.7	2.1	0.7	1.4	110.6	48.6	62.0
Clerical Support Workers	237.7	57.5	180.2	5.7	2.1	3.6	52.0	16.8	35.2
Service & Sales Workers	266.1	119.1	147.0	9.7	3.7	5.9	45.0	21.4	23.6
Craftsmen & Related Trades Workers	70.0	60.9	9.1	0.4	0.3	0.1	5.7	5.1	0.7
Plant & Machine Operators & Assemblers	149.7	130.7	19.0	0.4	0.3	0.1	8.7	7.9	0.9
Cleaners, Labourers & Related Workers	156.4	66.2	90.2	1.5	0.9	0.6	8.4	5.0	3.3
Others ¹	69.8	66.6	3.2	15.3	15.2	0.1	41.3	40.2	1.1

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

¹ 'Others' includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.

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 2018 (continued)

Thousands

Occupation (SSOC 2015)	30 – 39			40 – 49			50 – 59			60 & Over		
	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
TOTAL	497.1	253.7	243.4	532.8	283.3	249.5	468.4	268.5	199.8	310.8	187.1	123.7
Managers & Administrators	66.4	36.1	30.3	105.9	63.8	42.1	63.2	44.5	18.7	22.9	17.9	4.9
Working Proprietors	9.0	6.3	2.7	15.9	10.7	5.2	16.9	11.9	5.1	13.0	10.1	2.9
Professionals	158.6	85.3	73.3	127.0	73.9	53.1	62.1	39.2	23.0	23.6	15.3	8.3
Associate Professionals & Technicians	140.4	68.8	71.6	114.9	61.0	53.9	79.6	44.7	34.9	33.9	21.0	12.9
Clerical Support Workers	42.9	8.9	34.1	51.6	9.1	42.5	55.1	11.1	43.9	30.4	9.5	20.9
Service & Sales Workers	41.6	19.1	22.4	52.0	19.7	32.3	65.9	29.1	36.8	52.0	26.0	26.0
Craftsmen & Related Trades Workers	8.6	7.1	1.5	13.4	11.8	1.6	23.9	21.1	2.8	18.0	15.5	2.5
Plant & Machine Operators & Assemblers	14.5	13.0	1.5	28.6	23.2	5.5	52.7	45.6	7.1	44.7	40.8	3.9
Cleaners, Labourers & Related Workers	9.1	4.0	5.1	20.4	7.5	12.9	46.3	19.1	27.2	70.7	29.7	41.0
Others ¹	5.9	5.1	0.8	3.1	2.6	0.5	2.6	2.3	0.4	1.5	1.2	0.4

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

¹ 'Others' includes Agricultural & Fishery Workers and Workers Not Elsewhere Classified.

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 2018

Thousands

SSIC 2015	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	2,203.7	265.3	57.5	449.7	481.5	237.7	266.1	70.0	149.7	156.4	69.8
C10-32	Manufacturing	228.2	31.9	5.4	46.4	59.9	23.7	5.8	21.9	23.6	9.5	0.1
F41-43	Construction	104.0	14.8	8.3	13.2	20.2	13.7	1.3	18.6	7.6	6.1	0.2
G-U	Services	1,849.9	217.0	43.5	385.5	394.8	198.6	258.7	28.4	117.2	137.8	68.4
G46-47	Wholesale & Retail Trade	352.5	59.2	23.3	39.6	64.6	42.1	83.0	7.5	17.1	15.8	0.3
H49-53	Transportation & Storage	199.0	15.1	2.5	13.4	31.8	25.2	14.2	2.4	82.3	12.2	-
I55-56	Accommodation & Food Services	134.4	6.4	3.8	1.3	14.1	8.9	56.6	2.2	2.5	38.6	-
J58-63	Information & Communications	92.1	16.5	1.6	41.6	20.1	8.6	1.5	0.6	0.7	0.8	0.1
K64-66	Financial & Insurance Services	196.0	40.7	0.6	66.3	47.5	28.3	5.5	1.2	2.7	3.2	0.1
L68	Real Estate Services	54.0	7.1	0.2	4.0	27.6	5.7	1.7	1.6	0.4	5.8	-
M69-75	Professional Services	174.4	28.5	4.9	62.3	44.8	21.6	3.3	3.0	3.5	2.5	-
N77-82	Administrative & Support Services	119.9	7.6	2.5	7.4	15.0	11.9	30.0	2.9	2.8	37.9	1.6
O84,P85	Public Administration & Education	296.9	21.3	0.9	88.6	75.9	19.1	18.4	0.9	0.5	5.2	66.1
Q86-88	Health & Social Services	126.0	6.1	0.6	49.7	31.2	14.7	13.4	0.3	1.3	8.5	0.2
R90-93	Arts, Entertainment & Recreation	37.7	4.2	0.5	3.3	10.1	4.9	11.5	0.3	0.2	2.5	-
S94-U99	Other Community, Social & Personal Services	67.1	4.4	2.0	7.9	12.1	7.6	19.5	5.5	3.2	4.8	0.1
A,B,D,E,V	Others¹	21.6	1.6	0.2	4.5	6.6	1.7	0.2	1.1	1.4	3.0	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 Elsewhere Classified.

Note :

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

A.8 AGE-SEX SPECIFIC RESIDENT LABOUR FORCE PARTICIPATION RATE, 2008 AND 2018 (JUNE)

Per Cent

Age (Years)	2008			2018		
	Total	Males	Females	Total	Males	Females
TOTAL	65.6	76.1	55.6	67.7	75.6	60.2
15 – 19	12.8	13.9	11.6	15.2	18.4	11.6
20 – 24	66.5	66.1	67.0	61.3	60.3	62.4
25 – 29	88.7	93.3	84.5	90.0	90.7	89.4
30 – 34	88.6	98.1	80.5	91.0	97.8	84.9
35 – 39	85.6	97.7	74.4	89.0	97.2	81.8
40 – 44	83.3	97.5	69.9	88.8	97.2	81.0
45 – 49	82.8	96.6	68.7	86.5	95.4	78.1
50 – 54	77.5	93.0	62.0	82.0	92.8	71.5
55 – 59	66.6	84.9	48.0	75.1	88.0	62.1
60 – 64	48.8	64.7	33.1	62.2	75.7	49.4
65 – 69	27.5	40.1	16.6	45.3	57.3	33.7
70 & Over	9.6	15.9	4.8	17.0	24.6	11.3

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, 2008 – 2018
(Annual Average)

Characteristics	Thousands										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	62.9	86.9	64.8	60.6	60.0	59.8	61.2	62.5	67.4	70.9	66.9
Sex											
Males	33.6	46.2	34.0	30.6	31.2	32.1	31.8	33.2	36.2	38.4	35.4
Females	29.3	40.7	30.8	30.0	28.8	27.7	29.4	29.2	31.2	32.6	31.5
Age (Years)											
15 – 29	21.3	27.5	23.7	21.0	21.1	21.3	22.1	22.2	21.8	22.6	21.6
30 – 39	13.2	18.6	12.1	12.6	11.9	11.2	11.5	9.9	11.9	12.6	11.5
40 – 49	13.7	19.6	13.7	11.3	11.4	11.7	11.4	12.6	12.8	13.7	12.6
50 & Over	14.6	21.2	15.3	15.6	15.7	15.6	16.3	17.8	20.9	22.0	21.1
Highest Qualification Attained											
Below Secondary	18.9	23.6	16.0	12.8	11.9	10.7	11.1	10.6	10.1	10.9	9.7
Secondary	15.2	22.3	14.8	14.9	12.4	11.9	11.6	11.3	12.3	11.1	11.0
Post-Secondary (Non-Tertiary)	6.7	8.2	7.8	7.4	7.7	7.9	6.4	7.4	7.5	8.9	8.0
Diploma & Professional Qualification	9.0	13.3	10.4	10.1	11.1	10.7	12.1	12.5	13.2	14.1	13.8
Degree	13.2	19.5	15.8	15.4	17.0	18.6	20.1	20.6	24.2	25.9	24.4

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

Notes :

- 1) Annual 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, 2008 – 2018
(Annual Average)

Characteristics	Per Cent										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	3.2	4.3	3.1	2.9	2.8	2.8	2.7	2.8	3.0	3.1	2.9
Sex											
Males	3.0	4.1	3.0	2.6	2.7	2.7	2.7	2.7	3.0	3.1	2.9
Females	3.5	4.7	3.4	3.2	3.1	2.9	2.9	2.9	3.0	3.1	3.0
Age (Years)											
15 – 29	5.2	6.7	5.5	5.0	5.1	5.2	5.2	5.1	5.0	5.4	5.2
30 – 39	2.6	3.6	2.3	2.4	2.2	2.2	2.2	1.9	2.3	2.4	2.2
40 – 49	2.7	3.8	2.6	2.1	2.1	2.2	2.1	2.4	2.4	2.5	2.3
50 & Over	2.9	3.9	2.7	2.5	2.4	2.3	2.3	2.4	2.7	2.8	2.6
Highest Qualification Attained											
Below Secondary	3.9	4.9	3.4	2.8	2.6	2.4	2.5	2.5	2.4	2.6	2.5
Secondary	3.3	4.7	3.3	3.5	2.9	2.9	2.8	2.7	3.1	2.8	2.8
Post-Secondary (Non-Tertiary)	3.7	4.8	3.8	3.2	3.5	3.5	2.7	3.0	3.2	3.8	3.4
Diploma & Professional Qualification	2.8	3.9	2.9	2.7	2.8	2.7	2.9	2.9	3.1	3.3	3.1
Degree	2.7	3.6	2.8	2.6	2.7	2.8	2.9	2.8	3.1	3.2	2.9

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

Note :

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



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 Research and 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 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 employed pool as a whole, year-on-year income changes which are derived from a sample survey are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income growth.

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 among employed persons, 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 users 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, 2008 – 2018 (JUNE)

Dollars

Mid-Year	Including Employer CPF		Excluding Employer CPF	
	Median (50th Percentile)	20th Percentile	Median (50th Percentile)	20th Percentile
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
2015	3,949	2,012	3,467	1,800
2016	4,056	2,106	3,500	1,950
2017	4,232	2,200	3,749	2,000
2018	4,437	2,340	3,800	2,000

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

Notes :

1) Data exclude Full-Time National Servicemen.

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) 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.

4) As data are captured from a sample survey, year-on-year income changes are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income growth.

**B.2 MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SEX, 2008 – 2018 (JUNE)**
(Exclude Full-Time National Servicemen)
(TOTAL)

Dollars

Mid-Year	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
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
2015	3,549	3,949	943	3,125	3,467	850
2016	3,680	4,056	1,000	3,250	3,500	938
2017	3,803	4,232	1,000	3,300	3,749	1,000
2018	3,949	4,437	1,053	3,467	3,800	1,000

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

Notes :

- 1) 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.
- 2) 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.
- 3) As data are captured from a sample survey, year-on-year income changes are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income growth.

**B.2 MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SEX, 2008 – 2018 (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
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
2015	3,890	4,118	1,000	3,467	3,683	1,000
2016	3,991	4,241	1,075	3,500	3,792	1,000
2017	4,095	4,437	1,075	3,675	3,988	1,000
2018	4,331	4,680	1,090	3,792	4,033	1,000

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

Notes :

- 1) 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.
- 2) 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.
- 3) As data are captured from a sample survey, year-on-year income changes are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income growth.

**B.2 MEDIAN GROSS MONTHLY INCOME FROM WORK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SEX, 2008 – 2018 (JUNE) (continued)**
(Exclude Full-Time National Servicemen)
(FEMALES)

Dollars

Mid-Year	Including Employer CPF			Excluding Employer CPF		
	Total	Full-Time	Part-Time	Total	Full-Time	Part-Time
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
2015	3,248	3,744	928	2,817	3,250	800
2016	3,382	3,803	936	2,979	3,298	813
2017	3,543	4,027	1,000	3,033	3,500	900
2018	3,627	4,095	1,023	3,150	3,558	1,000

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

Notes :

- 1) 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.
- 2) 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.
- 3) As data are captured from a sample survey, year-on-year income changes are prone to fluctuations and hence should always be interpreted with caution. Income growth studied over longer periods (e.g. 5 or 10 years) smooths out these fluctuations and hence provides a more direct indication of income growth.

**B.3 MEDIAN GROSS MONTHLY INCOME FROM WORK OF FULL-TIME EMPLOYED RESIDENTS
AGED FIFTEEN YEARS AND OVER BY INDUSTRY AND SEX, JUNE 2018**
(Exclude Full-Time National Servicemen)

Industry (SSIC 2015)		Including Employer CPF			Excluding Employer CPF		
		Total	Males	Females	Total	Males	Females
Total		4,437	4,680	4,095	3,800	4,033	3,558
C	Manufacturing	4,680	5,070	3,900	4,050	4,406	3,358
F	Construction	4,095	4,241	3,803	3,650	3,792	3,250
G-U	Services	4,388	4,607	4,100	3,792	4,000	3,600
	G Wholesale & Retail Trade	4,070	4,505	3,675	3,500	4,000	3,220
	H Transportation & Storage	3,161	3,000	3,803	2,800	2,700	3,250
	I Accommodation & Food Services	2,308	2,560	2,008	2,000	2,286	1,765
	J Information & Communications	5,850	6,435	5,070	5,000	5,600	4,333
	K Financial & Insurance Services	6,540	7,583	6,093	5,688	6,500	5,250
	L Real Estate Services	4,475	4,706	4,212	4,000	4,167	3,750
	M Professional Services	5,558	6,110	5,070	4,881	5,417	4,333
	N Administrative & Support Services	2,535	2,535	2,583	2,200	2,200	2,218
	O,P Public Administration & Education	6,012	6,581	5,485	5,200	5,686	4,750
	Q Health & Social Services	4,095	6,143	3,803	3,518	5,408	3,250
	R Arts, Entertainment & Recreation	3,803	3,955	3,422	3,250	3,413	3,000
	S-U Other Community, Social & Personal Services	3,089	3,168	3,042	2,708	2,800	2,708
A,B,D,E,V	Others¹	4,368	4,332	4,377	3,750	3,750	3,800

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 2018**
(Exclude Full-Time National Servicemen)

Gross Monthly Income (Excluding Employer CPF)	Total			Full - Time			Part - Time		
	Total	Males	Females	Total	Males	Females	Total	Males	Females
TOTAL	2,154.9	1,148.5	1,006.5	1,914.4	1,060.6	853.8	240.5	87.9	152.7
Under \$500	41.2	14.0	27.2	4.0	2.0	2.0	37.2	12.0	25.3
\$ 500 - \$ 999	102.2	38.0	64.2	25.6	12.3	13.3	76.7	25.7	50.9
\$ 1,000 - \$ 1,499	210.1	93.4	116.7	146.6	68.9	77.7	63.5	24.5	39.0
\$ 1,500 - \$ 1,999	186.1	95.6	90.5	167.2	87.7	79.6	18.9	8.0	10.9
\$ 2,000 - \$ 2,499	200.0	106.0	94.0	187.5	101.7	85.8	12.6	4.3	8.2
\$ 2,500 - \$ 2,999	163.0	86.9	76.1	156.6	84.6	72.1	6.4	2.3	4.1
\$ 3,000 - \$ 3,999	309.3	161.3	148.0	300.6	157.1	143.5	8.7	4.2	4.5
\$ 4,000 - \$ 4,999	223.0	114.9	108.0	216.9	112.7	104.2	6.0	2.3	3.8
\$ 5,000 - \$ 5,999	167.1	93.4	73.7	163.6	92.0	71.6	3.5	1.4	2.1
\$ 6,000 - \$ 6,999	106.4	59.9	46.5	104.6	59.2	45.4	1.8	0.7	1.1
\$ 7,000 - \$ 7,999	84.1	49.6	34.5	83.3	49.3	34.0	0.8	0.3	0.5
\$ 8,000 - \$ 8,999	67.2	38.9	28.2	66.2	38.7	27.6	1.0	0.3	0.7
\$ 9,000 - \$ 9,999	47.1	28.0	19.1	46.8	28.0	18.9	0.3	0.1	0.2
\$10,000 - \$10,999	54.3	35.7	18.6	53.4	35.3	18.1	0.9	0.4	0.5
\$11,000 - \$11,999	29.6	20.0	9.6	29.5	20.0	9.5	0.1	0.1	0.1
\$12,000 & Over	164.1	112.7	51.4	162.0	111.3	50.7	2.1	1.4	0.8

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

B.5 TOTAL WAGE CHANGE BY INDUSTRY, 2008 – 2018

SSIC 2015	Industry	Per Cent										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	4.2	-0.4	5.5	5.3	3.8	5.3	4.9	4.0	3.1	3.8	4.6
C10-32	Manufacturing	3.4	-0.3	4.9	4.1	3.7	4.4	4.9	3.1	1.7	4.2	4.2
F41-43	Construction	4.1	1.6	4.4	4.2	3.7	5.2	3.8	3.1	2.1	2.0	2.8
G-U	Services	4.5	-0.6	5.8	5.6	3.9	5.5	5.0	4.3	3.5	3.9	4.8
G46-47	Wholesale & Retail Trade	3.8	0.4	5.4	4.6	4.5	5.3	4.4	3.3	2.7	3.3	4.1
H49-53	Transportation & Storage	1.6	-5.1	2.5	7.4	1.7	6.0	3.8	4.3	5.1	3.3	4.4
I55-56	Accommodation & Food Services	4.0	0.1	3.3	4.5	3.4	5.3	3.7	3.2	2.3	3.8	3.9
J58-63	Information & Communications	5.5	-1.0	4.7	4.6	4.7	5.5	4.7	2.5	2.7	3.9	5.0
K64-66	Financial & Insurance Services	8.1	-1.7	10.0	9.1	4.4	5.3	5.9	5.4	3.9	4.2	6.3
L68	Real Estate Services	3.3	-0.5	4.8	5.5	4.4	6.4	6.8	4.1	3.4	3.1	5.0
M69-75	Professional Services	6.4	-0.5	8.1	5.6	3.8	4.9	4.0	3.7	3.3	4.3	5.4
N77-82	Administrative & Support Services	3.3	0.9	4.3	3.7	4.7	6.6	8.6	6.5	5.0	4.3	4.5
O-U	Community, Social & Personal Services	4.3	1.3	7.0	5.0	3.9	5.3	5.4	5.1	3.7	4.3	4.9

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, 2008 – 2018

SSIC 2015	Industry	Per Cent										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	4.4	1.3	3.9	4.4	4.5	5.1	4.9	4.2	3.5	3.6	4.0
C10-32	Manufacturing	4.0	0.7	3.6	4.0	4.3	4.6	4.3	3.8	3.1	3.2	4.1
F41-43	Construction	3.9	1.5	3.5	3.9	3.6	5.2	3.8	3.3	2.3	2.6	2.8
G-U	Services	4.6	1.5	4.0	4.5	4.6	5.2	5.1	4.4	3.8	3.7	4.1
G46-47	Wholesale & Retail Trade	4.3	1.4	3.6	4.1	4.2	5.5	4.5	3.7	3.2	3.4	3.8
H49-53	Transportation & Storage	4.1	0.4	2.9	3.8	4.7	5.2	4.3	3.6	3.9	3.3	3.4
I55-56	Accommodation & Food Services	3.0	1.7	2.9	3.8	3.4	5.1	3.9	3.2	2.5	3.9	3.8
J58-63	Information & Communications	5.2	1.1	4.0	4.5	4.6	4.7	4.6	4.0	3.8	3.7	4.1
K64-66	Financial & Insurance Services	6.2	1.9	6.0	7.4	5.1	4.7	5.6	5.3	4.4	4.0	5.3
L68	Real Estate Services	3.6	1.3	3.3	4.1	4.6	6.0	6.7	4.4	3.4	3.6	3.4
M69-75	Professional Services	6.5	1.7	5.7	5.0	4.7	4.8	4.4	4.2	3.8	3.8	4.4
N77-82	Administrative & Support Services	3.3	1.3	2.8	3.5	4.8	6.4	8.5	6.3	4.9	3.9	4.1
O-U	Community, Social & Personal Services	4.4	2.4	4.3	4.2	5.0	4.8	5.4	5.1	4.0	3.9	4.2

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, 2008 – 2018

SSIC 2015	Industry	Months of Basic Wage										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	2.31	1.99	2.17	2.32	2.19	2.21	2.21	2.17	2.16	2.14	2.06
C10-32	Manufacturing	2.39	2.33	2.60	2.62	2.54	2.37	2.54	2.42	2.25	2.28	2.16
F41-43	Construction	1.26	1.28	1.50	1.59	1.42	1.49	1.46	1.40	1.45	1.27	1.11
G-U	Services	2.39	1.95	2.11	2.31	2.17	2.21	2.19	2.18	2.19	2.17	2.12
G46-47	Wholesale & Retail Trade	2.14	1.71	1.89	2.19	2.15	2.09	1.99	1.96	1.98	1.83	1.86
H49-53	Transportation & Storage	3.12	2.51	2.39	2.88	2.35	2.40	2.39	2.49	2.68	2.65	2.66
I55-56	Accommodation & Food Services	1.57	1.11	1.11	1.20	1.31	1.29	1.10	1.11	1.13	1.08	1.01
J58-63	Information & Communications	2.51	2.26	2.31	2.39	2.32	2.38	2.45	2.27	2.05	2.01	1.89
K64-66	Financial & Insurance Services	3.65	2.98	3.30	3.35	3.12	3.26	3.37	3.38	3.28	3.34	3.13
L68	Real Estate Services	1.71	1.62	1.66	2.08	1.90	1.91	2.08	1.92	1.82	2.28	2.45
M69-75	Professional Services	2.35	1.79	2.17	2.29	2.09	2.14	2.02	2.05	2.03	1.94	1.96
N77-82	Administrative & Support Services	1.12	1.02	1.09	1.05	0.97	1.07	1.14	1.14	1.25	1.38	1.08
O-U	Community, Social & Personal Services	2.30	2.03	2.37	2.46	2.36	2.40	2.46	2.37	2.39	2.44	2.36

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.
- 3) Data on bonus quantum for a reference year is collected twice. Once during the reference year and once more a year later to facilitate calculation of total wage changes in the same company received by a fixed cohort of employees. This table is based on bonus quantum collected in the reference year.

B.8 ANNUAL LABOUR COST PER EMPLOYEE BY INDUSTRY AND COST COMPONENTS, 2017

Dollars

SSIC 2015	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	72,018	50,560	10,617	5,411	1,820	982	412	2,216
C10-32	Manufacturing	58,953	42,309	7,045	4,264	2,052	926	183	2,173
F41-43	Construction	36,634	24,929	1,791	1,352	5,249	477	188	2,648
G-U	Services	82,617	58,008	13,289	6,510	1,052	1,103	508	2,148
G46-47	Wholesale And Retail Trade	69,485	50,095	9,140	5,359	1,275	976	199	2,440
H49-53	Transportation And Storage	67,837	49,128	8,370	5,486	1,529	804	619	1,901
I55-56	Accommodation And Food Services	30,705	23,113	2,142	2,177	1,834	368	79	992
J58-63	Information And Communications	103,526	83,030	9,597	6,291	605	1,783	335	1,887
K64-66	Financial And Insurance Services	167,304	114,815	34,466	10,277	214	2,420	668	4,444
L68	Real Estate Services	67,045	44,210	12,555	5,877	1,193	600	362	2,249
M69-75	Professional Services	101,689	73,049	15,712	7,330	925	1,296	394	2,983
N77-82	Administrative And Support Services	43,305	31,547	5,188	3,112	1,876	538	99	944
O-U	Community, Social And Personal Services	81,092	54,549	14,106	8,235	660	1,048	909	1,584
A,B,D,E,V	Others⁴	65,115	42,122	11,843	6,910	1,278	860	656	1,446

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

¹ Includes performance bonus for employees.² Includes Foreign Worker 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) 2019/2020 GUIDELINES

PART 1 – TRAINING AND WAGE RECOMMENDATIONS

1 The National Wages Council (NWC) convened in April and May 2019 to formulate wage guidelines for the period from 1 July 2019 to 30 June 2020.

2 The NWC reviewed Singapore's economic performance in 2018. It noted that the economy grew by 3.1%, with healthy labour productivity gains of 2.4%.¹ Labour market conditions improved, with overall employment rising, and unemployment and retrenchments falling.²

3 Most employees continued to work in establishments with some form of flexible wage system, which allows employers to adjust wage costs responsively and sustainably while remaining competitive. In 2018, both real basic wage and real total wage grew faster than in 2017 and more than productivity. However, real basic wage rose at a more modest pace (from 3.0% to 3.6%) than real total wage growth (from 3.2% to 4.2%), suggesting that employers have directed more of the wage increases towards variable components.

4 The NWC reviewed the trends in workforce training, and noted that the training participation rate of the resident labour force has been increasing since 2011, reaching 48.0% in 2018.³ However, there is scope for employers to do more for employees' training. The NWC noted that the proportion of employers that provided structured training for their employees has not improved over the past decade, and the proportion of employees receiving structured training in training-providing establishments has remained largely constant in the same period, at around 56-57%.⁴ The NWC also noted that the proportion of employers providing structured training was lower in some sectors and amongst smaller firms.⁵

5 The NWC considered the Ministry of Trade & Industry's assessment that the Singapore economy is likely to see slower growth of 1.5% to 2.5% in 2019, compared to the 3.1% achieved in 2018, amidst a weakening of the global growth outlook even as uncertainties and downside risks remain.

¹ In 2018, value-added per worker and value-added per actual hour worked grew by 2.4% and 3.6% respectively.

² The resident unemployment rate fell from 3.1% in 2017 to 2.9% in 2018. The long-term unemployment rate also fell from 0.8% in 2017 to 0.7% in 2018. Local employment growth in 2018 was 27,400 compared to 21,300 in 2017. Local retrenchments declined over the year, from 9,120 in 2017 to 7,070 in 2018.

³ Based on MOM's annual Adult Training Survey. Training participation rate is defined as the proportion of residents aged 15 to 64 in the labour force who had engaged in some form of job-related structured training or education activities over the 12-month period ending June.

⁴ Based on MOM's biennial Employer Supported Training Survey. Structured training includes classroom training, private lessons, workshops, structured on the job training, apprenticeships, e-learning, work-learn programmes (e.g., SkillsFuture Earn and Learn Programme) and mandatory courses.

⁵ In 2016, the proportion of employers with workforce sizes of less than 100 employees that provided structured training (67.2%), as well as employers in the Wholesale & Retail Trade (58.5%), Transport & Storage (59.0%), Food Services (60.6%), Information & Communication (69.0%) and Community, Social & Personal Services (70.0%) sectors that provided structured training, were lower compared to the overall proportion of employers that provided structured training (73.0%).

Training Recommendations

6 The NWC affirms that wage growth must be supported by productivity growth, based on business transformation and reskilling of the workforce. Hence, the NWC recommends that:

- a) All employers offer structured training for their employees. To do so, all employers should develop a training plan that meets their current and future requirements, drawing reference from industry standards as outlined in the Skills Frameworks, where applicable. Employers may seek the assistance of Singapore National Employers Federation (SNEF), Singapore Business Federation (SBF), Trade Associations & Chambers (TACs) and the unions to develop their training plan. To implement their training plan, employers may tap on the wide range of SkillsFuture and Adapt & Grow programmes available to provide training for their employees.
- b) Employers should continue to innovate and implement productivity initiatives, and work towards better wages and skills. They should:
 - i. Redesign jobs and train their employees to take on these jobs.
 - ii. Invest in training all employees in emerging skills. This includes those at risk of redundancy, to make sure that they continue to be employable.
 - iii. Leverage government schemes such as the Enterprise Development Grant (EDG).
- c) Unionised companies and NTUC-e2i partners should work with unions to establish Company Training Committees and build up their in-house workplace learning capabilities, so that employees can continue to keep up with the pace of transformation at work.

Wage Recommendations for All Workers

7 The NWC reaffirms that wage increases will need to be sustainable and fair. They should be commensurate with the employers' performance, productivity gains and employees' contributions. Hence, the NWC recommends that:

- a) **Employers that have done well and have good business prospects should reward their employees with built-in wage increases and variable payments commensurate with the employers' performance and employees' contributions.**
- b) **Employers that have done well but face uncertain prospects may exercise moderation in built-in wage increases, but should still reward employees with variable payments commensurate with the employers' performance and employees' contributions.**
- c) **Employers that have not done well and face uncertain prospects may exercise wage restraint, with management leading by example. These employers should make greater efforts to improve business processes and productivity, especially by investing in upskilling their employees.**

8 The NWC notes that productivity growth moderated to 2.4% in 2018 from 3.9% in 2017. However, the NWC believes that it is important to continue to encourage employers and employees to increase productivity. **The NWC therefore recommends all employers that achieved productivity improvements in 2018 to share the gains with employees through a one-off payment.**

Wage Recommendations for Low-Wage Workers

9 To give low-wage workers a higher percentage built-in wage increase, the NWC recommends that employers grant low-wage workers a built-in wage increase in the form of a dollar quantum and a percentage.

10 The proportion of full-time resident employees earning a basic monthly wage of up to \$1,300 is estimated to have decreased from 9.2% in 2017 to 7.9% in 2018. To cover more employees within the quantitative guidelines, **the NWC will raise the basic wage threshold from \$1,300 to \$1,400.** The NWC recommends that:

- a) Employers grant a built-in wage increase of \$50 to \$70 to low-wage workers earning a basic monthly wage of up to \$1,400.
- b) Employers that achieved productivity gains in 2018 provide a one-off payment of \$200 to \$360 to low-wage workers earning a basic monthly wage of up to \$1,400.
- c) Employers grant a reasonable wage increase and/or one-off lump sum based on skills and productivity to low-wage workers earning more than \$1,400.

Implementation of Recommendations

11 **These guidelines apply to all employees – professionals, managers, executives, technicians and rank-and-file employees, in unionised and non-unionised firms, in both the public and private sectors. They also apply to re-employed employees.**

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

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

PART 2 – RECOMMENDATIONS ON FAIR AND PROGRESSIVE PRACTICES

1 The NWC calls on companies to continue to adopt fair and progressive contracting and employment practices.

Low-Wage Workers in Outsourced Work

2 The NWC is heartened that more private establishments performing outsourced work adopted the quantitative guidelines for low-wage workers last year.¹ The NWC notes the Government’s strong support for best sourcing practices, and urges other service buyers to do the same.

3 Buyers of outsourced services (“service buyers”) should:

- a) Adopt outcome-based contracting by specifying service-level requirements rather than headcount.
- b) Allow contract values to be adjusted if necessary, so that service providers can provide for annual wage adjustments and the Annual Wage Supplement (AWS).

4 Providers of outsourced services (“service providers”) should:

- a) Factor in NWC wage recommendations in their bid prices, including for multi-year contracts.
- b) Factor in the annual wage adjustments and the AWS for workers into new contracts.
- c) Engage service buyers to improve outsourced workers’ wages and benefits when employment contracts are offered or renewed.

5 Both service buyers and service providers should:

- a) Recognise the lengths of service, experience and performance of incumbent workers when renewing or taking over their contracts.
- b) Avoid a “reset” of wages and benefits for outsourced workers who perform the same job functions when service providers are changed.
- c) Improve the work environment of low-wage workers, starting with making available proper and reasonable rest areas for outsourced workers to facilitate rest.

¹ The proportion of private establishments performing outsourced work that adopted the NWC quantitative guidelines increased from 44% in 2017 to 55% in 2018. For employers who did not provide wage increases, the top reason was because their firms were not performing well.

Progressive Wage Model (PWM)

6 The NWC supports the tripartite efforts in advancing the Government-enforced PWM in the cleaning, security and landscape maintenance sectors. In particular, the NWC supports the recommendations of the tripartite clusters to introduce scheduled increases to basic wage levels for the three PWMs.² A mandatory PWM bonus of at least two weeks of basic monthly wages was also introduced for eligible cleaners and landscape maintenance employees from 2020. The PWM ladders in these three sectors have led to positive real wage growth.³

7 The NWC notes that the Lift and Escalator Sectoral Tripartite Committee released its recommendations in September 2018 for a PWM in the lift industry. The NWC strongly urges employers in other sectors to follow suit to adopt the principles of progressive wages and skills, and provide clear progression pathways for their workers.

Employment of Seniors

8 The NWC notes that the Tripartite Workgroup on Older Workers has come to a consensus that the retirement age remains relevant and should go up beyond 62; the re-employment age remains relevant and should go up beyond 67; and both should be raised in small steps over time.

9 The NWC further notes that notwithstanding Singapore's ageing population and slowing local workforce growth, seniors today are also more educated and healthier, and more seniors want to stay active and are prepared to continue working.

10 To prepare for these changes, and allow employers to tap on the experience of senior workers, employers should:

- a) Voluntarily adopt higher retirement and re-employment ages ahead of the legislation where possible.
- b) Provide the necessary training for senior workers to perform their jobs effectively.
- c) Enhance flexibility in their labour structures such as providing more part-time employment opportunities.
- d) Implement workplace health programmes that meet senior workers' needs.
- e) Redesign jobs, workplaces and HR policies to be age-friendly.

² **Cleaning PWM:** +\$60-\$60-\$80 (1 Jul 2017 to 1 Jul 2019) and 3% p.a. (2020 to 2022); **Security PWM:** (SO) +\$75-\$75-\$150; (SSO, SS, SSS) +\$60-\$60-\$165 (1 Jan 2019 to 1 Jan 2021) and min. 3% p.a. (2022 to 2024); **Landscape maintenance sub-sector PWM:** +\$150-\$100-\$100 (Jul 2020 to Jul 2022) and min. 3% p.a. (Jul 2023 to Jul 2025).

³ Between 2012 and 2017, full-time resident cleaners, landscape maintenance employees, and security guards benefitted from larger real wage increases of 44%, 36% and 23% respectively, compared to 21% for the median resident worker.

11 To prepare for these changes, and enable workers to continue working as long as they are able and willing to, workers should:

- a) Proactively seek to reskill and upskill themselves to maintain their employability.
- b) Stay open to changes in their job scopes as they progress in their careers.

Flexible Work Arrangements

12 Employers should recognise that among various workplace practices, the provision of flexible work arrangements (FWAs) has the greatest impact in staff retention.⁴ To retain experienced and engaged workers, employers should:

- a) Offer FWAs to employees.
- b) Inform employees about the types of FWAs offered, the process to request for them, and the expectations on employees' responsible use of FWAs.
- c) If a request for FWA cannot be granted, supervisors should engage employees on the reasons and where possible, discuss suitable alternatives that meet the needs of both employer and employee.
- d) Promote a workplace culture that supports employees to adopt FWAs.

⁴ MOM's 2018 Conditions of Employment Report included a study of how workplace practices affect firms' resignation rates. The study covered a total of 3,700 establishments employing more than 1,300,000 individuals. The study found that workplace practice that had the greatest impact on staff retention are (ranked in descending order): (1) FWAs, (2) Annual leave entitlement, (3) Work week patterns, (4) Non-statutory leave, (5) Sickness absenteeism.

B.10 AVERAGE (MEAN) MONTHLY EARNINGS PER EMPLOYEE BY SEX, 2008 – 2018
(TOTAL)

	Level (\$)					Change (%) Over Corresponding Period Of Previous Year				
	Annual	1Q	2Q	3Q	4Q	Annual	1Q	2Q	3Q	4Q
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
2015	4,892	5,259	4,611	4,493	5,205	3.5	3.0	3.7	4.1	3.3
2016	5,074	5,483	4,789	4,646	5,379	3.7	4.3	3.9	3.4	3.3
2017	5,229	5,586	4,939	4,795	5,596	3.1	1.9	3.1	3.2	4.0
2018	5,410	5,808	5,119	4,962	5,752	3.5	4.0	3.6	3.5	2.8

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, 2008 – 2018 (continued)
(MALES)

	Level (\$)					Change (%) Over Corresponding Period Of Previous Year				
	Annual	1Q	2Q	3Q	4Q	Annual	1Q	2Q	3Q	4Q
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
2015	5,584	6,019	5,280	5,136	5,900	3.2	3.0	3.5	3.6	2.7
2016	5,774	6,239	5,472	5,301	6,084	3.4	3.7	3.6	3.2	3.1
2017	5,935	6,339	5,637	5,458	6,306	2.8	1.6	3.0	3.0	3.6
2018	6,118	6,564	5,818	5,627	6,461	3.1	3.5	3.2	3.1	2.5

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, 2008 – 2018 (continued)
(FEMALES)

	Level (\$)					Change (%) Over Corresponding Period Of Previous Year				
	Annual	1Q	2Q	3Q	4Q	Annual	1Q	2Q	3Q	4Q
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
2015	4,172	4,467	3,914	3,825	4,484	4.1	3.2	4.2	5.1	4.2
2016	4,353	4,701	4,084	3,971	4,655	4.3	5.2	4.3	3.8	3.8
2017	4,509	4,816	4,228	4,119	4,873	3.6	2.4	3.5	3.7	4.7
2018	4,693	5,040	4,411	4,289	5,033	4.1	4.7	4.3	4.1	3.3

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.



EMPLOYMENT, HOURS WORKED AND CONDITIONS OF EMPLOYMENT

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 with at least 25 employees. From 2006 onwards, the survey also includes the public sector.

Statistics on Actual Hours Worked and Usual Hours Worked (including paid and unpaid hours worked by employed persons) are compiled from the 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 the biennial Conditions of Employment Survey conducted by the Manpower Research and Statistics Department of the Ministry of Manpower. The survey covers establishments in the private sector 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 during a week by an employee. It is the sum of standard hours and paid overtime hours worked.

Actual Hours Worked Per Week refers to the actual time spent by employed persons on work activities, regardless of whether the hours are regular in nature or whether he is paid or not.

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 Work 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.

Flexi-time is an arrangement where employees can vary their daily working hours 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 for extended period of time 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. This differs from an **ad-hoc tele-working** arrangement where employees tele-work on a case-by-case basis for personal reasons (e.g. to cope with family emergencies).

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 (e.g. sewing parts of a product, hand-packing of products from home). 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.

Compressed Work Week is an arrangement where a standard work week is condensed into fewer than five days (i.e. employees complete their expected workload over a shorter time period). It is an option taken up by employees, rather than a mandatory requirement made by the employer.

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).

Paid Family Care Leave refers to paid leave granted to employees for taking care of their family members (e.g. parents, step parents, parents-in-law, children, spouse) or to accompany them for medical appointment when they are sick or when the main caregiver is not available.

C.1 EMPLOYMENT BY INDUSTRY, 2008 – 2018 (DECEMBER)

												Thousands
SSIC 2015	Industry	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	2,952.4	2,990.0	3,105.9	3,228.5	3,357.6	3,493.8	3,623.9	3,656.2	3,673.1	3,669.4	3,714.8
C10-32	MANUFACTURING	559.0	516.3	520.9	526.7	535.1	539.9	536.0	514.8	500.5	490.0	487.6
C10-12	Food, Beverages & Tobacco	33.2	34.4	36.3	36.8	38.1	41.7	43.7	45.8	47.2	49.7	51.1
C17-18,22	Paper / Rubber / Plastic Products & Printing	41.1	37.5	40.9	40.5	38.5	37.9	36.9	34.3	32.4	30.8	29.6
C19-21	Petroleum, Chemical & Pharmaceutical Products	50.4	57.1	53.3	52.3	64.3	65.0	61.5	58.1	63.4	59.4	62.7
C25,28	Fabricated Metal Products, Machinery & Equipment	113.0	102.9	107.6	112.6	113.0	113.3	114.8	109.8	101.4	99.3	96.6
C26	Electronic, Computer & Optical Products	105.0	94.9	100.4	95.1	91.3	88.3	87.4	85.8	83.9	91.6	91.5
C29-30	Transport Equipment	156.5	132.0	122.6	128.8	128.4	131.7	128.1	117.7	109.0	95.5	92.5
C13-16,23-24,27,31-32	Other Manufacturing Industries	59.8	57.5	59.7	60.6	61.4	62.0	63.5	63.4	63.2	63.7	63.7
F41-43	CONSTRUCTION	353.8	378.0	378.5	400.3	440.7	479.3	494.0	501.2	489.9	451.8	444.7
G-U	SERVICES	2,016.7	2,073.9	2,184.2	2,278.3	2,356.9	2,448.1	2,566.6	2,612.3	2,655.1	2,700.4	2,755.3
G46-47	WHOLESALE AND RETAIL TRADE	423.0	427.6	440.7	455.1	466.7	482.1	499.6	491.2	492.6	490.1	491.7
G46	Wholesale Trade	279.2	281.1	291.2	298.6	304.8	314.5	322.5	322.4	322.9	321.7	325.3
G47	Retail Trade	143.8	146.5	149.5	156.5	161.9	167.7	177.1	168.9	169.6	168.4	166.4
H49-53	TRANSPORTATION AND STORAGE	202.5	199.9	206.6	213.4	222.8	231.1	239.0	241.6	245.0	252.2	259.9
H49,5221	Land Transport & Supporting Services	79.1	79.8	81.6	82.7	85.1	87.9	91.1	94.4	99.3	103.8	108.5
H50,5222, 5225	Water Transport & Supporting Services	39.6	39.4	40.5	43.0	44.0	46.1	48.1	47.0	46.3	46.0	45.4
H51,5223	Air Transport & Supporting Services	25.7	25.6	27.3	29.1	31.2	32.4	32.1	32.4	31.1	32.9	34.1
H521,5224,5229,53	Other Transportation & Storage Services	58.0	55.1	57.2	58.6	62.5	64.7	67.7	67.7	68.2	69.6	71.8
I55-56	ACCOMMODATION AND FOOD SERVICES	187.9	190.2	205.7	215.9	223.0	230.5	240.7	245.9	251.2	254.8	256.1
I55	Accommodation	29.1	28.0	33.4	35.4	35.9	35.7	36.3	35.8	35.0	35.0	34.3
I56	Food & Beverage Services	158.8	162.2	172.4	180.5	187.1	194.8	204.4	210.1	216.2	219.7	221.8

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.

C.1 EMPLOYMENT BY INDUSTRY, 2008 – 2018 (DECEMBER) (continued)

												Thousands
SSIC 2015	Industry	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
J58-63	INFORMATION AND COMMUNICATIONS	86.8	89.7	98.2	107.2	110.3	116.6	123.5	127.7	129.9	134.1	142.5
J58-61	Telecommunications, Broadcasting & Publishing	35.1	35.6	37.5	38.7	38.9	40.2	40.9	41.3	40.4	40.2	40.7
J62-63	IT & Other Information Services	51.7	54.1	60.7	68.5	71.4	76.4	82.6	86.4	89.6	93.9	101.8
K64-66	FINANCIAL AND INSURANCE SERVICES	140.9	142.3	149.0	156.1	162.0	167.8	176.5	179.8	185.5	188.6	196.1
K64 & 66 (excl. 662)	Financial Services	114.6	115.2	120.8	127.4	132.6	137.6	142.8	145.6	149.9	150.3	156.8
K65 & 662	Insurance Services	26.3	27.1	28.2	28.6	29.4	30.3	33.7	34.2	35.6	38.2	39.3
L68	REAL ESTATE SERVICES	76.2	78.9	81.3	85.0	89.1	87.7	95.0	89.6	84.4	86.3	86.3
M69-75	PROFESSIONAL SERVICES	168.0	172.6	184.2	193.7	203.9	218.6	231.7	234.4	233.9	237.9	244.8
M69-70	Legal, Accounting & Management Services	79.4	81.5	87.4	91.2	95.3	103.7	110.5	115.1	117.0	120.8	126.5
M71	Architectural & Engineering Services	49.2	51.4	54.5	57.6	60.6	63.9	64.5	63.2	60.7	59.2	60.1
M72-75	Other Professional Services	39.4	39.7	42.2	44.9	48.0	51.0	56.7	56.1	56.2	57.8	58.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	149.4	157.2	169.0	178.8	185.9	196.5	210.5	224.8	234.2	240.7	244.3
N80	Security & Investigation	30.0	32.5	33.5	35.9	36.8	38.1	40.5	42.8	44.4	47.1	48.4
N81	Cleaning & Landscaping	41.6	43.7	45.5	46.5	48.6	54.7	59.2	65.3	72.8	75.5	75.7
N77-79,82	Other Administrative & Support Services	77.8	81.1	90.0	96.5	100.5	103.7	110.7	116.7	117.0	118.2	120.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	581.8	615.4	649.5	673.1	693.2	717.3	750.2	777.2	798.3	815.8	833.6
O84,P85	Public Administration & Education	183.3	195.3	203.1	210.8	218.9	225.4	234.3	239.3	244.2	245.7	249.6
Q86-88	Health & Social Services	85.3	90.8	98.8	106.4	115.0	124.0	133.3	145.1	152.5	158.4	164.1
R90-93	Arts, Entertainment & Recreation	34.2	42.0	52.7	55.8	55.3	54.7	56.0	56.2	55.6	56.1	57.1
S,T,U	Other Community, Social & Personal Services	279.1	287.3	294.8	300.1	304.1	313.2	326.5	336.6	346.1	355.6	362.8
A,B,D,E,V	Others¹	23.0	21.9	22.4	23.2	24.9	26.6	27.3	27.9	27.7	27.2	27.1

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.

**C.2 AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY, 2008 – 2018
(ALL EMPLOYEES)**

SSIC 2015	Industry	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	46.3	46.0	46.2	46.2	46.2	46.2	46.0	45.6	45.5	45.1	44.8
C10-32	MANUFACTURING	50.1	49.3	50.5	50.2	50.2	50.1	49.7	49.3	48.9	48.5	48.3
C10-12	Food, Beverages & Tobacco	47.0	46.8	47.5	48.5	47.8	46.9	46.9	46.6	46.6	46.4	45.6
C17-18,22	Paper / Rubber / Plastic Products & Printing	49.7	48.8	50.0	49.2	48.6	49.1	49.3	48.6	48.5	48.6	48.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	45.3	45.3	46.1	45.9	45.1	44.7	44.5	44.4	44.9	44.4	44.1
C25,28	Fabricated Metal Products, Machinery & Equipment	52.3	51.1	52.7	52.2	52.6	52.6	52.1	51.1	50.4	50.1	49.8
C26	Electronic, Computer & Optical Products	47.1	46.1	47.3	47.0	46.8	46.9	46.8	46.4	47.0	46.9	47.1
C29-30	Transport Equipment	52.8	52.1	53.4	53.1	53.5	53.0	52.4	52.8	51.3	50.6	50.7
C13-16,23-24,27,31-32	Other Manufacturing Industries	49.4	49.4	49.9	49.7	49.7	50.2	49.2	48.5	48.6	48.5	48.0
F41-43	CONSTRUCTION	52.4	52.2	52.4	52.8	53.0	53.2	52.9	52.1	52.0	50.8	50.4
G-U	SERVICES	43.5	43.3	43.4	43.4	43.5	43.4	43.2	43.1	43.2	43.1	42.9
G46-47	WHOLESALE AND RETAIL TRADE	43.7	43.7	43.8	43.7	43.6	43.2	43.1	43.0	42.7	42.8	42.9
G46	Wholesale Trade	43.7	43.6	43.8	43.6	43.7	43.6	43.6	43.4	43.0	43.2	43.3
G47	Retail Trade	43.8	43.8	43.8	43.8	43.3	42.3	42.0	42.1	42.1	42.1	42.0
H49-53	TRANSPORTATION AND STORAGE	46.0	45.3	45.7	46.2	46.1	45.7	45.8	45.7	45.9	45.5	45.6
H49,5221	Land Transport & Supporting Services	47.7	47.0	47.6	48.4	48.4	46.8	46.9	46.0	45.9	45.3	45.2
H50,5222,5225	Water Transport & Supporting Services	45.6	44.9	44.7	44.9	44.6	44.3	44.5	44.3	44.7	44.3	44.5
H51,5223	Air Transport & Supporting Services	44.0	43.4	43.7	44.6	44.8	45.1	45.0	45.2	45.7	45.1	45.0
H521,5224,5229,53	Other Transportation & Storage Services	46.9	46.0	46.7	46.9	46.7	46.6	46.6	47.0	46.8	46.9	46.9

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

C.2 AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY, 2008 – 2018 (continued)
(ALL EMPLOYEES)

SSIC 2015	Industry	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
												Hours
I55-56	ACCOMMODATION AND FOOD SERVICES	41.2	41.2	41.2	41.6	42.1	43.0	42.0	41.5	42.0	42.2	41.5
I55	Accommodation	45.3	44.9	45.4	45.8	45.9	46.6	46.5	46.4	46.2	46.1	45.7
I56	Food & Beverage Services	39.8	40.0	39.9	40.4	41.1	42.0	40.9	40.4	41.1	41.3	40.6
J58-63	INFORMATION AND COMMUNICATIONS	41.6	41.6	41.7	41.5	41.5	41.7	41.5	41.5	41.4	41.5	41.7
J58-61	Telecommunications, Broadcasting & Publishing	41.7	41.6	41.7	41.4	41.6	42.3	41.9	41.9	41.7	41.6	41.6
J62-63	IT & Other Information Services	41.5	41.5	41.6	41.6	41.4	41.2	41.2	41.2	41.2	41.5	41.7
K64-66	FINANCIAL AND INSURANCE SERVICES	42.1	41.9	41.4	41.2	41.2	41.2	41.1	41.1	41.1	41.1	41.1
K64 & 66 (excl. 662)	Financial Services	42.3	42.2	41.6	41.4	41.3	41.3	41.3	41.2	41.2	41.3	41.3
K65 & 662	Insurance Services	40.5	40.4	40.4	39.8	40.0	40.0	40.2	40.1	40.1	40.1	40.1
L68	REAL ESTATE SERVICES	44.2	44.2	44.7	44.6	44.5	44.6	44.5	44.8	45.0	44.6	44.0
M69-75	PROFESSIONAL SERVICES	44.0	43.3	43.0	43.1	43.6	43.6	43.1	42.9	43.3	43.1	43.0
M69-70	Legal, Accounting & Management Services	41.9	41.2	41.0	41.1	41.5	41.3	41.2	41.2	41.3	41.2	41.1
M71	Architectural & Engineering Services	46.7	45.9	45.6	45.7	46.6	47.0	46.2	45.6	46.5	46.1	46.1
M72-75	Other Professional Services	42.3	42.2	42.5	42.9	42.2	41.8	41.7	42.0	42.0	42.4	41.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	48.3	47.9	48.7	48.5	48.5	47.5	47.3	46.4	46.6	46.7	46.0
N80	Security & Investigation	54.5	55.0	55.2	54.6	55.5	52.8	52.1	50.5	51.2	52.3	51.4
N81	Cleaning & Landscaping	44.1	44.0	44.8	45.7	45.3	44.9	44.6	43.8	44.0	44.4	44.7
N77-79,82	Other Administrative & Support Services	45.9	44.9	46.0	45.7	45.0	44.8	45.2	45.3	44.9	44.5	44.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.8	41.8	42.0	42.1	42.1	42.1	42.0	42.1	42.1	41.9	41.8
O84,P85	Public Administration & Education	41.4	41.5	41.5	41.4	41.3	41.3	41.3	41.5	41.6	41.4	41.2
Q86-88	Health & Social Services	41.9	41.9	42.0	42.1	42.1	42.0	41.9	41.9	42.0	41.9	42.0
R90-93	Arts, Entertainment & Recreation	42.1	41.9	42.6	43.4	43.8	43.9	43.8	44.2	44.0	43.7	43.8
S,T,U	Other Community, Social & Personal Services	43.8	43.5	44.0	44.3	44.2	43.8	43.5	42.9	42.9	42.8	42.3
A,B,D,E,V	Others¹	46.2	46.4	46.3	45.8	45.7	45.7	45.6	45.6	45.7	45.4	45.4

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

**C.3 AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY, 2008 – 2018
(ALL EMPLOYEES)**

SSIC 2015	Industry	Hours										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	3.8	3.4	3.7	3.7	3.8	3.8	3.7	3.4	3.3	3.0	2.8
C10-32	MANUFACTURING	7.0	6.1	7.2	7.0	7.2	7.1	6.7	6.3	5.9	5.6	5.5
C10-12	Food, Beverages & Tobacco	4.4	3.7	4.3	5.0	4.3	4.1	3.9	4.0	4.0	3.9	3.6
C17-18,22	Paper / Rubber / Plastic Products & Printing	6.3	5.4	6.4	5.8	5.1	5.7	5.8	5.4	5.2	5.3	5.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	3.1	2.8	3.3	3.2	3.2	2.9	2.8	2.6	2.8	2.5	2.4
C25,28	Fabricated Metal Products, Machinery & Equipment	8.8	7.6	8.9	8.6	9.1	9.0	8.6	7.6	6.9	6.8	6.5
C26	Electronic, Computer & Optical Products	4.7	3.6	5.0	4.6	4.8	4.8	4.7	4.3	4.6	4.5	4.9
C29-30	Transport Equipment	9.1	8.4	9.6	9.4	9.9	9.4	8.8	9.1	7.7	7.1	7.3
C13-16,23-24,27,31-32	Other Manufacturing Industries	6.3	6.3	6.9	6.8	6.7	7.2	6.3	5.9	6.0	6.0	5.5
F41-43	CONSTRUCTION	7.6	7.4	7.5	7.9	8.2	8.5	8.2	7.6	7.7	6.6	6.4
G-U	SERVICES	1.7	1.5	1.7	1.7	1.8	1.7	1.7	1.6	1.6	1.5	1.5
G46-47	WHOLESALE AND RETAIL TRADE	2.0	1.8	1.9	1.7	1.7	1.7	1.8	1.8	1.5	1.5	1.6
G46	Wholesale Trade	2.0	1.7	1.7	1.6	1.6	1.5	1.7	1.8	1.4	1.5	1.4
G47	Retail Trade	2.1	2.0	2.2	2.1	2.0	2.0	2.0	1.8	1.7	1.7	1.8
H49-53	TRANSPORTATION AND STORAGE	3.1	2.4	2.9	3.3	3.3	3.0	3.0	2.9	2.9	2.6	2.6
H49,5221	Land Transport & Supporting Services	4.4	3.8	4.3	4.9	5.2	3.8	4.0	3.3	3.2	2.8	2.8
H50,5222,5225	Water Transport & Supporting Services	2.6	1.9	1.9	2.0	1.8	1.8	2.0	1.8	2.0	1.6	1.9
H51,5223	Air Transport & Supporting Services	1.7	1.2	1.6	2.3	2.4	2.2	1.8	2.1	2.6	2.0	1.8
H521,5224,5229,53	Other Transportation & Storage Services	3.8	3.0	3.9	4.1	3.9	3.9	4.1	4.0	3.7	3.7	3.5

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.

C.3 AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY, 2008 – 2018 (continued)
(ALL EMPLOYEES)

SSIC 2015	Industry	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
												Hours
I55-56	ACCOMMODATION AND FOOD SERVICES	1.2	1.2	1.3	1.5	1.7	2.3	1.9	1.8	1.8	2.0	1.9
I55	Accommodation	1.5	1.2	1.8	1.9	2.1	2.6	2.7	2.6	2.4	2.4	2.3
I56	Food & Beverage Services	1.2	1.2	1.2	1.4	1.7	2.2	1.7	1.6	1.7	1.9	1.8
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.4	0.5	0.5	0.5	0.5	0.4	0.4	0.3	0.3	0.4
J58-61	Telecommunications, Broadcasting & Publishing	0.6	0.7	0.9	0.8	0.7	0.8	0.6	0.7	0.5	0.4	0.4
J62-63	IT & Other Information Services	0.2	0.1	0.2	0.3	0.3	0.3	0.2	0.2	0.2	0.3	0.4
K64-66	FINANCIAL AND INSURANCE SERVICES	0.6	0.6	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1
K64 & 66 (excl. 662)	Financial Services	0.6	0.6	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
K65 & 662	Insurance Services	0.5	0.5	0.6	0.4	0.3	0.3	0.3	0.2	0.2	0.2	0.1
L68	REAL ESTATE SERVICES	1.4	1.7	2.1	2.0	1.9	2.2	2.0	2.3	2.4	2.0	1.6
M69-75	PROFESSIONAL SERVICES	2.3	1.8	1.7	1.7	2.0	2.1	1.8	1.4	1.6	1.5	1.4
M69-70	Legal, Accounting & Management Services	1.2	0.8	0.7	0.6	0.8	0.8	0.8	0.5	0.5	0.4	0.3
M71	Architectural & Engineering Services	4.0	3.2	3.0	3.1	3.9	4.3	3.7	2.9	3.6	3.3	3.3
M72-75	Other Professional Services	0.7	0.7	1.1	1.5	0.9	0.7	0.6	0.7	0.6	0.8	0.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.9	4.7	5.3	5.3	5.6	4.8	5.3	4.4	4.6	4.7	4.1
N80	Security & Investigation	9.9	10.6	10.5	10.5	12.1	9.6	10.3	9.1	9.3	9.8	9.9
N81	Cleaning & Landscaping	1.6	1.4	1.9	2.6	2.3	2.3	2.6	1.8	2.0	2.5	2.7
N77-79,82	Other Administrative & Support Services	2.8	2.3	3.3	3.2	2.7	2.6	2.9	2.8	2.9	2.6	2.0
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.5	0.5	0.6	0.5	0.5	0.5	0.4	0.4	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	0.1	0.1
Q86-88	Health & Social Services	0.5	0.4	0.5	0.5	0.5	0.4	0.5	0.5	0.4	0.4	0.4
R90-93	Arts, Entertainment & Recreation	1.0	0.8	0.9	1.3	1.4	1.2	1.2	1.5	1.4	1.2	1.3
S,T,U	Other Community, Social & Personal Services	1.3	1.1	1.8	1.9	2.0	1.7	1.7	1.5	1.0	1.1	1.2
A,B,D,E,V	Others¹	3.2	3.4	3.3	3.1	3.1	3.1	2.9	3.0	3.1	2.9	2.8

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

**C.4 AVERAGE WEEKLY TOTAL PAID HOURS / STANDARD HOURS WORKED PER EMPLOYEE
BY INDUSTRY AND NATURE OF EMPLOYMENT, 2018**

Hours

SSIC 2015	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	44.8	45.8	24.9	42.0	42.8	24.4
C10-32	MANUFACTURING	48.3	48.6	24.9	42.7	43.0	24.6
C10-12	Food, Beverages & Tobacco	45.6	47.7	25.8	42.0	43.7	25.6
C17-18,22	Paper / Rubber / Plastic Products & Printing	48.3	48.5	24.2	43.1	43.3	21.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.1	44.2	19.2	41.7	41.8	19.2
C25,28	Fabricated Metal Products, Machinery & Equipment	49.8	50.0	24.3	43.3	43.5	24.0
C26	Electronic, Computer & Optical Products	47.1	47.2	24.7	42.2	42.3	24.4
C29-30	Transport Equipment	50.7	50.9	23.5	43.4	43.5	23.4
C13-16,23-24,27,31-32	Other Manufacturing Industries	48.0	48.2	21.4	42.6	42.7	21.0
F41-43	CONSTRUCTION	50.4	50.5	21.0	43.9	44.1	20.9
G-U	SERVICES	42.9	44.0	25.0	41.4	42.5	24.5
G46-47	WHOLESALE AND RETAIL TRADE	42.9	44.1	25.7	41.3	42.5	25.3
G46	Wholesale Trade	43.3	43.6	27.5	41.8	42.1	27.2
G47	Retail Trade	42.0	45.5	25.3	40.2	43.4	24.9
H49-53	TRANSPORTATION AND STORAGE	45.6	45.9	24.3	42.9	43.3	24.1
H49,5221	Land Transport & Supporting Services	45.2	46.4	23.3	42.4	43.4	23.2
H50,5222,5225	Water Transport & Supporting Services	44.5	44.6	23.7	42.6	42.7	23.1
H51,5223	Air Transport & Supporting Services	45.0	45.0	28.1	43.2	43.2	28.1
H521,5224,5229,53	Other Transportation & Storage Services	46.9	47.1	27.2	43.4	43.6	26.7
I55-56	ACCOMMODATION AND FOOD SERVICES	41.5	46.3	25.0	39.6	44.0	24.5
I55	Accommodation	45.7	46.2	21.7	43.3	43.8	21.5
I56	Food & Beverage Services	40.6	46.3	25.0	38.8	44.0	24.5

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 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, 2018 (continued)**

SSIC 2015	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	41.7	42.0	24.5	41.3	41.6	24.4
J58-61	Telecommunications, Broadcasting & Publishing	41.6	42.3	23.7	41.3	41.9	23.6
J62-63	IT & Other Information Services	41.7	41.8	26.3	41.3	41.4	26.2
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.2	25.6	41.0	41.1	25.5
K64 & 66 (excl. 662)	Financial Services	41.3	41.4	26.2	41.1	41.2	26.1
K65 & 662	Insurance Services	40.1	40.2	22.9	39.9	40.1	22.5
L68	REAL ESTATE SERVICES	44.0	44.9	24.8	42.4	43.2	24.6
M69-75	PROFESSIONAL SERVICES	43.0	43.2	23.2	41.5	41.7	23.1
M69-70	Legal, Accounting & Management Services	41.1	41.3	25.5	40.8	41.0	25.4
M71	Architectural & Engineering Services	46.1	46.2	22.2	42.8	42.9	21.8
M72-75	Other Professional Services	41.8	42.1	18.1	41.1	41.4	18.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.0	47.8	28.2	41.9	43.4	26.8
N80	Security & Investigation	51.4	55.4	31.2	41.5	44.2	28.1
N81	Cleaning & Landscaping	44.7	46.8	25.6	41.9	43.7	25.4
N77-79,82	Other Administrative & Support Services	44.1	44.6	28.9	42.2	42.6	28.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	41.8	42.9	22.6	41.4	42.4	22.2
O84,P85	Public Administration & Education	41.2	42.2	20.3	41.1	42.1	20.2
Q86-88	Health & Social Services	42.0	42.7	24.2	41.6	42.3	24.0
R90-93	Arts, Entertainment & Recreation	43.8	44.9	26.1	42.5	43.6	24.1
S,T,U	Other Community, Social & Personal Services	42.3	44.4	24.1	41.1	43.0	23.9
A,B,D,E,V	Others¹	45.4	45.8	24.8	42.6	43.0	24.8

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

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, 2018

Hours

SSIC 2015	Industry	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	2.8	2.9	0.5	9.8	9.9	3.8
C10-32	MANUFACTURING	5.5	5.6	0.3	11.5	11.5	4.2
C10-12	Food, Beverages & Tobacco	3.6	4.0	0.2	9.9	10.0	2.9
C17-18,22	Paper / Rubber / Plastic Products & Printing	5.2	5.2	2.3	11.0	11.0	9.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.4	2.4	0.0	7.9	7.9	1.0
C25,28	Fabricated Metal Products, Machinery & Equipment	6.5	6.6	0.3	12.5	12.5	5.6
C26	Electronic, Computer & Optical Products	4.9	4.9	0.3	10.7	10.7	5.3
C29-30	Transport Equipment	7.3	7.3	0.1	12.4	12.5	3.7
C13-16,23-24,27,31-32	Other Manufacturing Industries	5.5	5.5	0.4	11.4	11.4	5.3
F41-43	CONSTRUCTION	6.4	6.5	0.1	11.8	11.8	3.5
G-U	SERVICES	1.5	1.5	0.5	7.6	7.8	3.8
G46-47	WHOLESALE AND RETAIL TRADE	1.6	1.6	0.4	6.3	6.5	2.0
G46	Wholesale Trade	1.4	1.4	0.4	7.4	7.4	3.4
G47	Retail Trade	1.8	2.1	0.4	5.1	5.4	1.9
H49-53	TRANSPORTATION AND STORAGE	2.6	2.7	0.2	7.7	7.7	2.8
H49,5221	Land Transport & Supporting Services	2.8	3.0	0.1	8.0	8.0	3.5
H50,5222,5225	Water Transport & Supporting Services	1.9	1.9	0.6	6.0	6.0	3.8
H51,5223	Air Transport & Supporting Services	1.8	1.8	0.0	6.7	6.7	1.1
H521,5224,5229,53	Other Transportation & Storage Services	3.5	3.6	0.4	8.8	8.8	3.6
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	2.3	0.5	6.9	7.5	2.9
I55	Accommodation	2.3	2.4	0.2	6.8	6.9	3.4
I56	Food & Beverage Services	1.8	2.3	0.5	6.9	7.7	2.9

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 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, 2018 (continued)

SSIC 2015	Industry	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
		Hours					
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.4	0.1	7.2	7.3	2.4
J58-61	Telecommunications, Broadcasting & Publishing	0.4	0.4	0.1	4.9	4.9	2.8
J62-63	IT & Other Information Services	0.4	0.4	0.1	9.5	9.6	1.6
K64-66	FINANCIAL AND INSURANCE SERVICES	0.1	0.1	0.2	4.1	4.2	2.2
K64 & 66 (excl. 662)	Financial Services	0.2	0.2	0.1	4.2	4.2	1.8
K65 & 662	Insurance Services	0.1	0.1	0.5	3.7	3.8	2.8
L68	REAL ESTATE SERVICES	1.6	1.6	0.2	8.4	8.4	3.3
M69-75	PROFESSIONAL SERVICES	1.4	1.5	0.1	8.6	8.6	4.3
M69-70	Legal, Accounting & Management Services	0.3	0.3	0.0	5.8	5.8	1.9
M71	Architectural & Engineering Services	3.3	3.3	0.4	9.1	9.1	14.7
M72-75	Other Professional Services	0.7	0.7	0.1	9.7	9.8	1.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.1	4.3	1.4	10.6	10.8	6.6
N80	Security & Investigation	9.9	11.2	3.2	13.4	13.9	7.8
N81	Cleaning & Landscaping	2.7	3.0	0.3	8.1	8.3	3.3
N77-79,82	Other Administrative & Support Services	2.0	2.0	0.3	9.8	9.8	3.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	5.1	5.1	4.9
O84,P85	Public Administration & Education	0.1	0.1	0.1	7.5	7.6	4.9
Q86-88	Health & Social Services	0.4	0.4	0.2	3.6	3.7	2.2
R90-93	Arts, Entertainment & Recreation	1.3	1.3	2.0	5.1	5.0	5.5
S,T,U	Other Community, Social & Personal Services	1.2	1.3	0.2	7.0	7.0	5.7
A,B,D,E,V	Others¹	2.8	2.9	0.0	9.2	9.2	2.2

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

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 ANNUAL AVERAGE ACTUAL HOURS WORKED PER WEEK OF EMPLOYED PERSONS AGED FIFTEEN YEARS AND OVER BY INDUSTRY, 2018
(Exclude Full-Time National Servicemen)

Industry (SSIC 2015)		Hours
		Average Actual Hours Worked Per Week
TOTAL		44.2
C	Manufacturing	42.5
F	Construction	45.0
G	Wholesale & Retail Trade	40.6
H	Transportation & Storage	43.5
I	Accommodation & Food Services	42.5
J	Information & Communications	40.1
K	Financial & Insurance Services	41.3
L - N	Business Services	40.9
O - U	Other Services Industries	51.6
A,B,D,E,V	Others ¹	39.0

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

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

Notes:

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

2) As data are obtained from a sample survey, estimates for smaller sub-industries are subject to larger sampling variability.

**C.7 AVERAGE USUAL HOURS WORKED PER WEEK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SELECTED CHARACTERISTICS, JUNE 2018**
(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	43.0	45.8	20.9	20.8	23.4
Sex					
Males	44.9	46.8	21.3	25.6	27.7
Females	40.9	44.5	20.7	15.4	18.2
Age (Years)					
15 - 24	38.0	44.7	19.4	12.0	16.3
25 - 29	44.4	45.3	21.0	20.7	21.5
30 - 39	44.4	45.6	22.0	22.3	23.5
40 - 49	44.1	46.0	21.1	23.3	25.2
50 - 59	43.5	46.4	21.3	22.4	25.5
60 & Over	39.2	45.5	20.8	15.3	20.6
Highest Qualification Attained					
Below Secondary	41.4	47.0	21.4	20.0	25.7
Secondary	42.3	46.1	20.7	19.2	22.5
Post-Secondary (Non-Tertiary)	43.0	46.1	21.7	20.1	23.0
Diploma & Professional Qualification	42.8	45.0	20.1	17.6	19.3
Degree	44.1	45.5	20.3	23.8	25.2

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

**C.7 AVERAGE USUAL HOURS WORKED PER WEEK OF EMPLOYED RESIDENTS AGED FIFTEEN YEARS AND OVER
BY NATURE OF EMPLOYMENT AND SELECTED CHARACTERISTICS, JUNE 2018 (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	43.0	45.8	20.9	20.8	23.4						
Occupation (SSOC 2015)						Industry (SSIC 2015)					
Managers & Administrators	45.6	46.1	21.4	28.3	28.9	C Manufacturing	43.8	45.1	21.8	18.7	19.7
Working Proprietors	45.4	48.8	19.5	33.3	37.6	F Construction	43.5	46.1	21.0	21.0	23.5
Professionals	44.4	45.6	21.4	23.4	24.6	G-U Services	42.9	45.9	20.8	21.1	24.0
						G Wholesale & Retail Trade	42.2	45.0	21.1	17.8	20.2
Associate Professionals & Technicians	42.3	44.5	18.4	16.3	17.8	H Transportation & Storage	45.6	48.3	23.0	29.3	32.7
						I Accommodation & Food Services	41.0	48.5	21.8	23.6	32.9
Clerical Support Workers	40.5	43.1	21.1	8.4	9.5	J Information & Communications	43.3	44.6	20.5	17.9	18.9
						K Financial & Insurance Services	44.4	45.5	20.4	24.8	25.9
Service & Sales Workers	42.0	48.2	21.8	24.2	31.5	L Real Estate Services	41.8	45.2	19.1	17.3	20.0
						M Professional Services	43.4	45.2	20.2	21.4	23.0
Craftsmen & Related Trades Workers	43.2	45.7	21.7	18.2	20.4	N Administrative & Support Services	42.3	47.3	20.2	22.5	27.6
						O,P Public Administration & Education	42.6	45.6	18.5	21.2	23.9
Plant & Machine Operators & Assemblers	47.1	50.2	22.9	34.5	38.9	Q Health & Social Services	42.0	44.6	21.1	14.1	15.9
						R Arts, Entertainment & Recreation	40.6	45.0	21.4	13.0	16.1
Cleaners, Labourers & Related Workers	37.0	44.8	20.7	10.9	16.2	S-U Other Community, Social & Personal Services	41.2	45.7	20.9	20.4	24.9
Others ¹	46.0	46.4	s	24.4	24.8	A,B,D,E,V Others²	43.9	45.4	s	18.4	19.8

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

¹ 'Others' occupation includes Agricultural and Fishery Workers and Workers Not Elsewhere Classified.

² 'Others' industry includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.

Note :

s : Data suppressed due to small number covered.

C.8 PROPORTION OF ESTABLISHMENTS OFFERING FORMAL FLEXIBLE WORK ARRANGEMENTS, JUNE 2018

								Per Cent
SSIC 2015	Industry	Total ¹	Part-time working	Flexi-hours/ Staggered Hours	Formal Tele-working	Compressed Work Week	Job Sharing	Homeworking
	TOTAL (Public & Private Sectors)	53.1	38.5	29.3	8.4	3.1	1.8	1.1
	TOTAL (Private Sector)	52.7	38.1	28.7	7.9	3.1	1.7	1.1
	< By Industry (Private Sector) >							
C10-32	MANUFACTURING	42.7	28.9	21.9	5.4	1.7	1.1	1.2
C10-12	Food, Beverages & Tobacco	51.6	39.1	25.4	3.1	-	2.7	0.8
C17-18,22	Paper / Rubber / Plastic Products & Printing	47.2	35.7	20.1	4.5	-	-	2.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	57.2	39.5	32.9	5.3	1.3	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	40.1	29.0	17.4	4.0	1.3	1.3	1.3
C26	Electronic, Computer & Optical Products	60.3	35.3	40.4	14.7	1.9	1.3	-
C29-30	Transport Equipment	38.6	19.9	21.8	6.8	4.4	1.5	1.1
C13-16,23-24,27,31-32	Other Manufacturing Industries	28.2	20.6	15.8	4.8	1.0	-	1.7
F41-43	CONSTRUCTION	32.0	17.4	19.1	1.7	2.9	2.6	1.6
G-U	SERVICES	62.8	47.9	34.1	10.7	3.5	1.6	1.0
G46-47	WHOLESALE AND RETAIL TRADE	51.9	36.2	27.2	7.3	2.5	0.6	0.7
G46	Wholesale Trade	47.1	29.9	26.9	8.1	1.6	0.6	0.6
G47	Retail Trade	73.7	64.2	28.6	3.6	6.4	0.5	1.3
H49-53	TRANSPORTATION AND STORAGE	49.2	34.1	30.3	7.3	2.6	0.7	0.1
H49,5221	Land Transport & Supporting Services	52.0	41.9	23.5	10.1	3.9	2.8	0.6
H50,5222,5225	Water Transport & Supporting Services	58.9	36.8	39.5	5.9	2.7	-	-
H51,5223	Air Transport & Supporting Services	s	s	s	s	s	s	s
H521,5224,5229,53	Other Transportation & Storage Services	39.8	27.0	25.7	5.9	1.0	-	-

Source : Conditions of Employment Survey, Manpower Research & Statistics Department, MOM

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.8 PROPORTION OF ESTABLISHMENTS OFFERING FORMAL FLEXIBLE WORK ARRANGEMENTS, JUNE 2018 (continued)

								Per Cent
SSIC 2015	Industry	Total ¹	Part-time working	Flexi-hours/ Staggered Hours	Formal Tele-working	Compressed Work Week	Job Sharing	Homeworking
I55-56	ACCOMMODATION AND FOOD SERVICES	75.5	65.5	36.8	7.6	6.5	2.5	1.6
I55	Accommodation	78.5	57.9	55.1	1.9	8.4	-	1.9
I56	Food & Beverage Services	75.2	66.3	34.8	8.2	6.3	2.8	1.5
J58-63	INFORMATION AND COMMUNICATIONS	66.0	38.9	45.7	21.7	1.1	3.3	-
J58-61	Telecommunications, Broadcasting & Publishing	77.2	51.8	52.6	24.6	3.5	5.3	-
J62-63	IT & Other Information Services	61.0	33.1	42.5	20.5	-	2.4	-
K64-66	FINANCIAL AND INSURANCE SERVICES	65.1	50.4	43.8	20.4	6.6	3.8	0.2
K64 & 66 (excl. 662)	Financial Services	62.8	48.2	41.7	22.1	6.3	3.9	0.3
K65 & 662	Insurance Services	75.6	60.5	53.5	12.8	8.1	3.5	-
L68	REAL ESTATE SERVICES	64.2	57.9	26.8	13.2	5.8	7.4	2.6
M69-75	PROFESSIONAL SERVICES	59.8	35.7	41.0	18.5	4.2	1.0	1.5
M69-70	Legal, Accounting & Management Services	70.8	42.9	48.9	21.3	5.0	0.3	-
M71	Architectural & Engineering Services	52.7	32.9	32.9	17.0	5.1	2.0	4.0
M72-75	Other Professional Services	50.3	26.0	40.1	15.3	0.6	0.6	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	66.1	52.6	26.0	9.8	2.1	1.7	1.5
N80	Security & Investigation	77.4	62.1	16.1	8.9	2.4	4.0	-
N81	Cleaning & Landscaping	67.2	61.6	19.8	4.2	2.8	0.8	-
N77-79,82	Other Administrative & Support Services	60.6	39.7	36.1	16.1	1.2	1.8	3.6
P-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	78.3	69.1	40.6	8.3	3.0	1.3	1.0
P85	Education	86.3	75.7	44.7	7.5	4.4	0.4	-
Q86-88	Health & Social Services	91.0	85.4	51.9	9.7	3.4	3.0	2.2
R-U	Other Community, Social & Personal Services	69.5	59.2	33.9	8.0	2.2	0.8	0.8
A,B,D,E,V	Others²	33.3	25.3	16.0	14.7	1.3	1.3	-

Source : Conditions of Employment Survey, Manpower Research & Statistics Department, MOM

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.9 PROPORTION OF ESTABLISHMENTS BY TYPES OF NON-STATUTORY FAMILY-FRIENDLY PAID LEAVE PROVIDED, JUNE 2018

							Per Cent
SSIC 2015	Industry	Compassionate Leave	Marriage Leave	Unpaid Leave Of More Than 1 Month	Study / Examination Leave	Childcare Sick Leave (MC Required)	Family Care Leave
	TOTAL (Public & Private Sectors)	89.4	74.9	51.9	38.9	13.8	20.3
	TOTAL (Private Sector)	89.4	74.8	51.7	38.6	13.4	19.9
	< By Industry (Private Sector) >						
C10-32	MANUFACTURING	89.6	75.2	54.5	36.8	12.5	15.0
C10-12	Food, Beverages & Tobacco	92.6	78.1	44.1	23.8	18.4	19.5
C17-18,22	Paper / Rubber / Plastic Products & Printing	97.5	76.4	43.2	29.6	6.0	15.6
C19-21	Petroleum, Chemical & Pharmaceutical Products	100.0	96.7	34.2	75.7	11.2	25.0
C25,28	Fabricated Metal Products, Machinery & Equipment	92.4	75.2	53.0	35.3	10.2	12.5
C26	Electronic, Computer & Optical Products	100.0	93.6	55.1	48.7	15.4	23.7
C29-30	Transport Equipment	72.0	59.7	75.8	30.7	16.7	14.2
C13-16,23-24,27,31-32	Other Manufacturing Industries	91.4	75.9	50.9	40.2	10.3	8.6
F41-43	CONSTRUCTION	77.7	60.7	56.4	28.4	15.4	18.3
G-U	SERVICES	93.3	79.3	49.2	42.6	12.9	21.7
G46-47	WHOLESALE AND RETAIL TRADE	95.4	86.5	43.7	37.7	9.2	15.0
G46	Wholesale Trade	95.1	87.1	42.7	40.3	8.4	15.1
G47	Retail Trade	96.6	83.8	47.9	26.0	12.4	14.2
H49-53	TRANSPORTATION AND STORAGE	95.4	83.4	42.2	45.4	6.7	18.2
H49,5221	Land Transport & Supporting Services	90.5	73.7	50.3	41.9	14.5	26.3
H50,5222,5225	Water Transport & Supporting Services	97.8	97.3	33.5	57.3	3.2	19.5
H51,5223	Air Transport & Supporting Services	s	s	s	s	s	s
H521,5224,5229,53	Other Transportation & Storage Services	96.7	80.6	42.1	44.1	3.6	13.5

Source : Conditions of Employment 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 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 PROPORTION OF ESTABLISHMENTS BY TYPES OF NON-STATUTORY FAMILY-FRIENDLY PAID LEAVE PROVIDED, JUNE 2018 (continued)

Per Cent

SSIC 2015	Industry	Compassionate Leave	Marriage Leave	Unpaid Leave Of More Than 1 Month	Study / Examination Leave	Childcare Sick Leave (MC Required)	Family Care Leave
I55-56	ACCOMMODATION AND FOOD SERVICES	85.8	67.0	47.5	27.9	19.2	18.6
I55	Accommodation	100.0	86.0	49.5	61.7	14.0	24.3
I56	Food & Beverage Services	84.3	64.9	47.3	24.2	19.8	18.0
J58-63	INFORMATION AND COMMUNICATIONS	94.3	87.5	60.9	48.4	13.3	36.4
J58-61	Telecommunications, Broadcasting & Publishing	94.7	95.6	61.4	60.5	11.4	42.1
J62-63	IT & Other Information Services	94.1	83.9	60.6	42.9	14.2	33.9
K64-66	FINANCIAL AND INSURANCE SERVICES	98.5	88.3	60.4	70.0	9.1	34.0
K64 & 66 (excl. 662)	Financial Services	98.2	89.6	62.8	66.4	10.4	33.9
K65 & 662	Insurance Services	100.0	82.6	50.0	86.0	3.5	34.9
L68	REAL ESTATE SERVICES	95.3	80.0	47.4	48.9	11.1	14.7
M69-75	PROFESSIONAL SERVICES	95.1	76.7	58.0	53.3	11.3	21.6
M69-70	Legal, Accounting & Management Services	97.1	80.8	59.2	63.9	5.8	23.2
M71	Architectural & Engineering Services	90.4	66.9	56.7	40.8	12.5	15.9
M72-75	Other Professional Services	100.0	87.6	58.2	55.4	20.9	29.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	91.8	65.9	50.7	34.7	15.5	20.2
N80	Security & Investigation	93.5	65.3	39.5	22.6	25.8	22.6
N81	Cleaning & Landscaping	88.1	50.8	47.7	25.1	20.3	19.2
N77-79,82	Other Administrative & Support Services	94.9	82.1	57.9	49.3	6.6	20.3
P-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	91.7	80.2	48.9	47.1	19.5	32.7
P85	Education	92.9	79.2	53.5	56.2	29.6	31.4
Q86-88	Health & Social Services	97.4	92.9	63.4	67.2	26.1	44.0
R-U	Other Community, Social & Personal Services	88.6	74.7	40.5	34.6	12.5	28.0
A,B,D,E,V	Others¹	92.0	84.0	57.3	36.0	12.0	29.3

Source : Conditions of Employment 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 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.10 DISTRIBUTION OF FULL-TIME EMPLOYEES BY WORK-WEEK PATTERN, JUNE 2018

SSIC 2015	Industry	Total	5 Days	5½ Days ^	6 Days ^	Shift Work	Per Cent
							Others ¹
	TOTAL (Public & Private Sectors)	100.0	51.4	15.8	17.7	14.7	0.4
	TOTAL (Private Sector)	100.0	48.4	17.1	19.2	14.8	0.5
	< By Industry (Private Sector) >						
C10-32	MANUFACTURING	100.0	54.6	14.8	8.5	21.7	0.4
C10-12	Food, Beverages & Tobacco	100.0	29.9	19.1	37.4	12.7	0.8
C17-18,22	Paper / Rubber / Plastic Products & Printing	100.0	57.1	17.7	13.2	11.9	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	100.0	71.1	1.4	1.2	25.5	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment	100.0	56.8	25.4	9.8	7.9	0.2
C26	Electronic, Computer & Optical Products	100.0	52.1	0.5	0.3	46.9	0.2
C29-30	Transport Equipment	100.0	59.4	21.1	7.0	11.8	0.6
C13-16,23-24,27,31-32	Other Manufacturing Industries	100.0	48.3	15.5	10.0	25.7	0.5
F41-43	CONSTRUCTION	100.0	12.8	32.8	52.4	1.8	0.3
G-U	SERVICES	100.0	54.6	14.2	15.0	15.8	0.5
G46-47	WHOLESALE AND RETAIL TRADE	100.0	57.4	13.4	18.6	9.1	1.5
G46	Wholesale Trade	100.0	64.7	14.0	12.1	7.5	1.6
G47	Retail Trade	100.0	38.1	11.9	35.7	13.1	1.2
H49-53	TRANSPORTATION AND STORAGE	100.0	38.6	18.2	11.5	31.2	0.5
H49,5221	Land Transport & Supporting Services	100.0	25.2	19.0	33.5	22.2	0.1
H50,5222,5225	Water Transport & Supporting Services	100.0	49.0	6.5	1.9	41.3	1.2
H51,5223	Air Transport & Supporting Services	s	s	s	s	s	s
H521,5224,5229,53	Other Transportation & Storage Services	100.0	51.0	35.9	5.5	7.5	0.2

Source : Conditions of Employment Survey, Manpower Research & Statistics Department, MOM

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) ^ : Includes those with periodic Sat off - e.g. off on a Sat on alternate week/ once in three weeks/ once a month.

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

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

C.10 DISTRIBUTION OF FULL-TIME EMPLOYEES BY WORK-WEEK PATTERN, JUNE 2018 (continued)

SSIC 2015	Industry	Total	5 Days	5½ Days ^	6 Days ^	Per Cent	
						Shift Work	Others ¹
I55-56	ACCOMMODATION AND FOOD SERVICES	100.0	22.1	9.8	37.9	29.6	0.6
I55	Accommodation	100.0	38.7	5.7	11.6	43.8	0.2
I56	Food & Beverage Services	100.0	17.2	11.1	45.7	25.4	0.7
J58-63	INFORMATION AND COMMUNICATIONS	100.0	89.1	5.7	0.7	4.4	0.1
J58-61	Telecommunications, Broadcasting & Publishing	100.0	78.3	9.1	1.7	10.5	0.4
J62-63	IT & Other Information Services	100.0	95.2	3.8	0.1	0.9	-
K64-66	FINANCIAL AND INSURANCE SERVICES	100.0	91.1	4.4	0.5	3.7	0.3
K64 & 66 (excl. 662)	Financial Services	100.0	90.1	4.9	0.6	4.1	0.3
K65 & 662	Insurance Services	100.0	99.6	-	-	-	0.3
L68	REAL ESTATE SERVICES	100.0	35.3	27.6	25.2	11.9	-
M69-75	PROFESSIONAL SERVICES	100.0	79.5	13.1	3.4	3.9	0.1
M69-70	Legal, Accounting & Management Services	100.0	85.4	6.7	1.9	6.0	0.1
M71	Architectural & Engineering Services	100.0	67.3	24.8	6.1	1.6	0.2
M72-75	Other Professional Services	100.0	89.8	5.0	2.0	3.1	0.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	100.0	30.0	18.8	34.1	16.8	0.3
N80	Security & Investigation	100.0	9.6	5.5	42.4	41.7	0.8
N81	Cleaning & Landscaping	100.0	16.1	29.7	41.0	12.9	0.3
N77-79,82	Other Administrative & Support Services	100.0	63.6	10.7	18.6	7.0	-
P-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	100.0	45.4	18.8	10.8	24.7	0.3
P85	Education	100.0	81.9	14.2	2.3	1.5	0.2
Q86-88	Health & Social Services	100.0	34.4	25.7	8.1	31.6	0.2
R-U	Other Community, Social & Personal Services	100.0	34.8	11.3	21.8	31.6	0.4
A,B,D,E,V	Others²	100.0	55.3	19.4	20.1	5.2	-

Source : Conditions of Employment Survey, Manpower Research & Statistics Department, MOM

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) ^ : Includes those with periodic Sat off - e.g. off on a Sat on alternate week/ once in three weeks/ once a month.

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

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

C.11 DISTRIBUTION OF FULL -TIME EMPLOYEES BY ANNUAL LEAVE ENTITLEMENT, JUNE 2018

SSIC 2015	Industry	Total	Over 21 Days	15 – 21 Days	Per Cent
					14 Days and Below ¹
	TOTAL (Public & Private Sectors)	100.0	12.5	35.6	51.9
	TOTAL (Private Sector)	100.0	11.3	34.6	54.0
	< By Industry (Private Sector) >				
C10-32	MANUFACTURING	100.0	4.3	39.7	56.0
C10-12	Food, Beverages & Tobacco	100.0	4.2	23.8	72.0
C17-18,22	Paper / Rubber / Plastic Products & Printing	100.0	1.5	35.5	63.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	100.0	21.2	58.2	20.6
C25,28	Fabricated Metal Products, Machinery & Equipment	100.0	1.9	31.7	66.4
C26	Electronic, Computer & Optical Products	100.0	4.3	51.4	44.2
C29-30	Transport Equipment	100.0	1.9	40.4	57.7
C13-16,23-24,27,31-32	Other Manufacturing Industries	100.0	2.1	30.1	67.8
F41-43	CONSTRUCTION	100.0	0.8	7.7	91.4
G-U	SERVICES	100.0	15.9	39.0	45.0
G46-47	WHOLESALE AND RETAIL TRADE	100.0	7.0	45.0	48.1
G46	Wholesale Trade	100.0	6.9	49.4	43.7
G47	Retail Trade	100.0	7.2	33.2	59.7
H49-53	TRANSPORTATION AND STORAGE	100.0	11.5	41.2	47.3
H49,5221	Land Transport & Supporting Services	100.0	3.0	38.2	58.8
H50,5222,5225	Water Transport & Supporting Services	100.0	10.5	46.3	43.2
H51,5223	Air Transport & Supporting Services	s	s	s	s
H521,5224,5229,53	Other Transportation & Storage Services	100.0	5.3	34.4	60.3

Source : Conditions of Employment Survey, Manpower Research & Statistics Department, MOM

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.11 DISTRIBUTION OF FULL -TIME EMPLOYEES BY ANNUAL LEAVE ENTITLEMENT, JUNE 2018 (continued)

SSIC 2015	Industry	Total	Over 21 Days	15 – 21 Days	Per Cent
					14 Days and Below ¹
I55-56	ACCOMMODATION AND FOOD SERVICES	100.0	1.7	15.1	83.2
I55	Accommodation	100.0	6.0	34.0	60.0
I56	Food & Beverage Services	100.0	0.4	9.1	90.5
J58-63	INFORMATION AND COMMUNICATIONS	100.0	9.8	58.6	31.6
J58-61	Telecommunications, Broadcasting & Publishing	100.0	10.7	67.8	21.5
J62-63	IT & Other Information Services	100.0	9.3	53.4	37.3
K64-66	FINANCIAL AND INSURANCE SERVICES	100.0	58.1	36.7	5.2
K64 & 66 (excl. 662)	Financial Services	100.0	63.1	32.3	4.6
K65 & 662	Insurance Services	100.0	16.6	73.7	9.7
L68	REAL ESTATE SERVICES	100.0	3.7	28.1	68.2
M69-75	PROFESSIONAL SERVICES	100.0	12.8	56.5	30.7
M69-70	Legal, Accounting & Management Services	100.0	17.5	66.7	15.8
M71	Architectural & Engineering Services	100.0	6.4	39.6	54.0
M72-75	Other Professional Services	100.0	13.9	66.1	20.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	100.0	2.0	13.3	84.7
N80	Security & Investigation	100.0	0.3	3.7	96.0
N81	Cleaning & Landscaping	100.0	0.2	2.7	97.1
N77-79,82	Other Administrative & Support Services	100.0	5.8	35.1	59.1
P-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	100.0	22.4	42.9	34.7
P85	Education	100.0	26.7	40.1	33.3
Q86-88	Health & Social Services	100.0	32.2	47.2	20.6
R-U	Other Community, Social & Personal Services	100.0	3.3	38.1	58.6
A,B,D,E,V	Others²	100.0	11.9	41.0	47.1

Source : Conditions of Employment Survey, Manpower Research & Statistics Department, MOM

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.



LABOUR TURNOVER, RETRENCHMENT, JOB VACANCY AND EMPLOYMENT SERVICE

LABOUR TURNOVER, RETRENCHMENT, JOB VACANCY AND EMPLOYMENT SERVICE

Source of Data

Statistics on Labour Turnover, Retrenchment 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 with at least 25 employees. From 2006 onwards, the survey also includes the public sector.

Statistics on New Registrants seeking employment and/or training assistance at the Workforce Singapore (WSG)'s career matching service (CMS) physical touch points such as Careers Connect and National Trades Union Congress (NTUC)'s Employment and Employability Institute (e2i) centres, as well as job seekers placed into employment by these touch points, are compiled by WSG. WSG is a statutory board under the Ministry of Manpower. It works with individuals, businesses and partners to minimise mismatches and maximise matching between jobs and skills, workers and businesses.

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. 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.

Retrenchment refers to

- i) termination of permanent employees due to redundancy; and
- ii) early termination of term contract employees 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.

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 demand for manpower at the end of the quarter. The demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the 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, 2008 – 2018

SSIC 2015	Industry	Per Cent										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	2.8	2.2	2.8	2.7	2.8	2.7	2.6	2.4	2.2	2.1	2.3
C10-32	MANUFACTURING	2.0	1.5	2.0	2.0	1.9	1.9	1.8	1.6	1.6	1.8	1.9
C10-12	Food, Beverages & Tobacco	2.9	3.0	3.2	3.1	3.1	3.2	3.1	3.2	2.9	3.0	3.2
C17-18,22	Paper / Rubber / Plastic Products & Printing	1.8	1.3	2.3	2.0	2.1	1.8	1.9	1.7	1.6	1.9	1.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.5	1.2	1.5	1.4	1.6	1.8	1.8	1.4	1.4	1.4	1.3
C25,28	Fabricated Metal Products, Machinery & Equipment	2.3	1.5	1.9	2.1	2.1	1.9	1.8	1.4	1.4	1.6	1.9
C26	Electronic, Computer & Optical Products	1.6	1.4	2.2	1.8	1.6	1.5	1.7	1.6	1.6	2.5	1.8
C29-30	Transport Equipment	1.8	1.1	1.5	1.8	1.5	1.8	1.3	1.1	1.2	1.2	1.7
C13-16,23-24,27,31-32	Other Manufacturing Industries	2.4	2.1	2.3	2.2	2.2	2.0	2.0	1.8	1.8	1.6	1.6
F41-43	CONSTRUCTION	3.7	2.5	2.5	2.8	3.4	3.3	2.6	2.5	2.1	1.7	2.0
G-U	SERVICES	3.0	2.5	3.2	3.0	2.9	2.8	2.8	2.6	2.4	2.3	2.4
G46-47	WHOLESALE AND RETAIL TRADE	3.3	2.7	3.6	3.2	3.4	3.5	3.1	2.7	2.5	2.4	2.4
G46	Wholesale Trade	2.7	2.1	2.8	2.6	2.8	2.8	2.4	2.0	1.9	1.8	2.0
G47	Retail Trade	4.7	3.9	5.2	4.7	4.9	5.1	4.8	4.1	3.8	3.5	3.4
H49-53	TRANSPORTATION AND STORAGE	2.5	1.4	2.3	2.4	2.3	2.3	2.1	2.0	1.8	1.7	1.8
H49,5221	Land Transport & Supporting Services	2.8	2.0	2.2	2.5	2.5	2.2	2.1	2.2	1.9	1.7	1.8
H50,5222,5225	Water Transport & Supporting Services	2.7	1.5	1.9	2.0	2.1	2.2	1.8	1.7	1.4	1.5	1.1
H51,5223	Air Transport & Supporting Services	1.3	0.4	1.5	1.7	1.7	1.5	1.1	1.5	1.3	1.1	1.6
H521,5224,5229,53	Other Transportation & Storage Services	3.0	1.8	3.4	3.1	2.9	3.0	3.1	2.4	2.4	2.3	2.5
I55-56	ACCOMMODATION AND FOOD SERVICES	4.6	3.8	4.7	4.9	4.6	4.6	4.7	4.5	3.9	3.7	3.7
I55	Accommodation	3.0	2.4	4.0	3.7	3.5	3.4	3.4	3.5	2.9	2.8	2.8
I56	Food & Beverage Services	5.1	4.2	5.0	5.2	4.8	4.9	5.0	4.7	4.2	4.0	3.9

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

D.1 AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2008 – 2018 (continued)

SSIC 2015	Industry	Per Cent										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
J58-63	INFORMATION AND COMMUNICATIONS	2.9	2.0	3.2	3.0	2.8	2.7	3.0	2.6	2.2	2.0	2.3
J58-61	Telecommunications, Broadcasting & Publishing	2.4	1.4	2.3	2.5	2.6	2.3	2.5	2.2	1.8	1.6	1.7
J62-63	IT & Other Information Services	3.6	2.5	3.9	3.3	2.9	3.0	3.3	3.0	2.4	2.2	2.6
K64-66	FINANCIAL AND INSURANCE SERVICES	2.4	1.6	2.7	2.4	1.9	2.1	2.2	2.0	1.9	1.8	2.1
K64 & 66 (excl. 662)	Financial Services	2.4	1.6	2.8	2.4	1.8	2.0	2.1	1.9	1.8	1.8	2.1
K65 & 662	Insurance Services	2.4	1.8	2.5	3.0	2.5	2.4	2.5	2.5	2.5	2.3	2.2
L68	REAL ESTATE SERVICES	3.8	3.6	3.9	4.1	4.1	3.6	3.8	3.5	3.5	3.4	3.3
M69-75	PROFESSIONAL SERVICES	3.4	2.3	2.7	2.8	2.9	2.5	2.3	2.2	2.3	2.0	2.5
M69-70	Legal, Accounting & Management Services	3.3	2.2	3.2	2.9	2.6	2.5	2.4	2.5	2.3	2.1	2.3
M71	Architectural & Engineering Services	3.6	2.5	2.1	2.6	3.5	2.4	2.2	1.8	2.3	1.9	2.8
M72-75	Other Professional Services	3.0	2.1	2.9	2.8	2.5	2.4	2.2	2.3	2.0	1.8	2.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.3	4.8	4.9	4.6	4.8	5.2	4.7	4.4	4.6	4.5
N80	Security & Investigation	5.2	4.9	5.3	5.6	5.1	5.0	4.6	4.2	3.5	3.7	3.9
N81	Cleaning & Landscaping	4.9	4.8	5.1	5.0	5.0	4.9	5.6	5.1	4.8	4.6	4.7
N77-79,82	Other Administrative & Support Services	3.7	3.4	4.2	4.0	3.7	4.3	5.3	4.8	4.9	5.5	4.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.0	2.0	2.3	1.9	1.8	1.6	1.6	1.6	1.4	1.3	1.5
O84,P85	Public Administration & Education	1.3	1.4	1.3	1.3	1.3	1.1	1.1	1.1	1.1	1.0	1.1
Q86-88	Health & Social Services	2.4	2.2	2.4	2.3	2.3	2.0	2.1	2.0	1.6	1.6	1.7
R90-93	Arts, Entertainment & Recreation	3.3	4.0	5.9	2.9	2.4	2.2	2.4	2.6	1.7	1.8	1.9
S,T,U	Other Community, Social & Personal Services	3.3	2.6	3.0	2.9	2.9	2.6	2.4	2.2	2.2	2.0	2.6
A,B,D,E,V	Others¹	3.0	2.3	2.0	2.1	2.4	2.2	2.1	1.6	1.3	1.4	1.8
	OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians	2.2	1.6	2.2	2.1	1.9	1.9	1.9	1.8	1.6	1.5	1.7
	Clerical, Sales & Service Workers	3.7	3.1	4.0	3.8	3.7	3.8	3.8	3.5	3.1	3.1	3.2
	Production & Transport Operators, Cleaners & Labourers	2.9	2.3	2.7	2.8	3.1	3.1	2.9	2.6	2.5	2.4	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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

D.2 AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2008 – 2018

SSIC 2015	Industry	Per Cent										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	2.0	1.8	2.0	2.0	2.1	2.0	2.0	1.9	1.8	1.8	1.8
C10-32	MANUFACTURING	1.6	1.5	1.5	1.6	1.6	1.5	1.5	1.5	1.5	1.5	1.6
C10-12	Food, Beverages & Tobacco	2.5	2.7	2.8	2.7	2.5	2.5	2.8	2.6	2.6	2.5	2.8
C17-18,22	Paper / Rubber / Plastic Products & Printing	1.8	1.5	2.1	2.0	2.0	1.8	1.9	1.6	1.7	1.7	1.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.0	0.7	0.9	0.9	1.0	1.0	1.2	1.0	0.9	0.9	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment	1.7	1.5	1.5	1.6	1.6	1.6	1.6	1.6	1.5	1.6	1.5
C26	Electronic, Computer & Optical Products	1.5	1.4	1.6	1.6	1.5	1.4	1.5	1.3	1.4	1.5	1.6
C29-30	Transport Equipment	1.4	1.5	1.2	1.3	1.2	1.1	1.2	1.3	1.3	1.4	1.3
C13-16,23-24,27,31-32	Other Manufacturing Industries	1.7	1.5	1.6	1.8	1.8	1.7	1.7	1.6	1.4	1.3	1.5
F41-43	CONSTRUCTION	1.7	1.6	1.8	1.7	1.8	2.0	1.9	1.8	1.7	1.8	1.8
G-U	SERVICES	2.2	1.9	2.3	2.2	2.3	2.2	2.2	2.0	1.9	1.9	1.9
G46-47	WHOLESALE AND RETAIL TRADE	2.6	2.4	2.9	2.6	2.9	2.9	2.6	2.2	2.2	2.0	2.0
G46	Wholesale Trade	2.0	1.7	2.1	1.9	2.2	2.2	2.0	1.7	1.7	1.6	1.6
G47	Retail Trade	3.9	3.8	4.7	4.2	4.4	4.3	4.0	3.4	3.2	3.0	3.0
H49-53	TRANSPORTATION AND STORAGE	1.6	1.3	1.6	1.6	1.6	1.7	1.7	1.5	1.4	1.3	1.3
H49,5221	Land Transport & Supporting Services	2.2	1.6	1.7	1.7	1.5	1.4	1.5	1.4	1.3	1.3	1.3
H50,5222,5225	Water Transport & Supporting Services	1.3	1.0	1.2	1.2	1.4	1.6	1.2	1.1	1.0	0.9	0.9
H51,5223	Air Transport & Supporting Services	0.7	0.5	0.9	0.9	0.9	0.9	1.0	1.0	0.9	0.8	1.0
H521,5224,5229,53	Other Transportation & Storage Services	2.2	1.8	2.3	2.3	2.4	2.4	2.6	2.1	2.0	1.9	1.9
I55-56	ACCOMMODATION AND FOOD SERVICES	3.9	3.8	4.1	4.2	4.3	4.1	4.3	4.0	3.6	3.6	3.3
I55	Accommodation	2.4	2.4	3.0	2.8	3.2	3.1	3.0	3.0	2.6	2.6	2.4
I56	Food & Beverage Services	4.5	4.3	4.4	4.6	4.6	4.3	4.6	4.3	3.8	3.8	3.4

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

D.2 AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2008 – 2018 (continued)

SSIC 2015	Industry	Per Cent										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
J58-63	INFORMATION AND COMMUNICATIONS	2.1	1.6	2.1	1.9	2.0	2.0	1.8	1.8	1.7	1.6	1.6
J58-61	Telecommunications, Broadcasting & Publishing	1.8	1.2	1.6	1.7	1.7	1.6	1.5	1.5	1.4	1.2	1.2
J62-63	IT & Other Information Services	2.4	2.0	2.5	2.0	2.2	2.2	2.0	2.0	1.9	1.8	1.8
K64-66	FINANCIAL AND INSURANCE SERVICES	1.5	1.1	1.6	1.5	1.2	1.4	1.4	1.3	1.2	1.3	1.4
K64 & 66 (excl. 662)	Financial Services	1.4	1.1	1.6	1.4	1.2	1.3	1.3	1.2	1.2	1.2	1.3
K65 & 662	Insurance Services	1.9	1.4	1.7	1.7	1.6	1.6	1.9	1.7	1.6	1.6	1.6
L68	REAL ESTATE SERVICES	3.0	2.9	3.3	3.2	3.3	3.0	3.4	3.1	2.9	2.7	2.5
M69-75	PROFESSIONAL SERVICES	2.1	1.6	1.9	1.8	1.8	1.8	1.8	1.8	1.6	1.5	1.6
M69-70	Legal, Accounting & Management Services	2.3	1.9	2.2	1.9	1.9	1.9	1.8	1.8	1.7	1.6	1.6
M71	Architectural & Engineering Services	1.9	1.2	1.5	1.6	1.7	1.7	1.8	1.6	1.5	1.5	1.7
M72-75	Other Professional Services	2.1	1.8	2.2	2.1	2.0	1.7	1.7	2.1	1.6	1.5	1.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	3.6	3.3	4.1	3.9	4.1	3.8	4.0	3.4	3.5	3.6	3.4
N80	Security & Investigation	3.9	3.2	4.4	4.5	4.6	4.0	3.7	3.1	2.8	3.0	3.0
N81	Cleaning & Landscaping	4.2	4.1	5.1	4.5	4.7	4.3	4.7	4.2	4.1	4.3	4.2
N77-79,82	Other Administrative & Support Services	2.9	2.7	3.0	2.8	3.1	3.1	3.4	2.9	3.3	3.3	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.0	1.2	1.2	1.2	1.1	1.1	1.1	1.0	1.0	1.1
O84,P85	Public Administration & Education	0.7	0.6	0.7	0.7	0.7	0.7	0.7	0.6	0.7	0.6	0.7
Q86-88	Health & Social Services	1.4	1.1	1.3	1.4	1.3	1.2	1.2	1.2	1.1	1.1	1.2
R90-93	Arts, Entertainment & Recreation	2.4	1.8	2.0	1.9	1.9	2.0	2.1	2.2	1.6	1.6	1.5
S,T,U	Other Community, Social & Personal Services	2.7	2.3	2.6	2.5	2.5	2.4	2.2	1.9	1.9	1.8	2.3
A,B,D,E,V	Others¹	2.1	2.0	1.6	1.7	1.7	1.5	1.5	1.4	1.2	1.4	1.4
	OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians	1.5	1.1	1.4	1.4	1.3	1.3	1.3	1.3	1.2	1.2	1.3
	Clerical, Sales & Service Workers	2.9	2.7	3.1	3.0	3.1	3.1	3.1	2.8	2.7	2.6	2.5
	Production & Transport Operators, Cleaners & Labourers	1.9	1.9	2.1	2.1	2.2	2.2	2.3	2.1	2.1	2.2	2.2

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

D.3 AVERAGE MONTHLY RECRUITMENT AND RESIGNATION RATES BY INDUSTRY AND OCCUPATIONAL GROUP, 2018

Per Cent

SSIC 2015	Industry	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		2.3	1.8	1.7	1.3	3.2	2.5	2.5	2.2
C10-32	MANUFACTURING	1.9	1.6	1.5	1.1	2.7	2.2	2.1	1.8
C10-12	Food, Beverages & Tobacco	3.2	2.8	1.7	2.0	4.4	3.4	3.2	2.9
C17-18,22	Paper / Rubber / Plastic Products & Printing	1.8	1.7	1.2	1.1	1.9	1.8	2.2	2.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.3	0.9	1.2	0.7	1.3	1.0	1.8	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	1.9	1.5	1.6	1.3	2.3	1.8	2.0	1.5
C26	Electronic, Computer & Optical Products	1.8	1.6	1.5	1.1	2.3	1.3	2.2	2.3
C29-30	Transport Equipment	1.7	1.3	1.3	0.9	1.3	1.4	2.0	1.6
C13-16,23-24,27,31-32	Other Manufacturing Industries	1.6	1.5	1.8	1.3	2.5	2.4	1.4	1.5
F41-43	CONSTRUCTION	2.0	1.8	1.8	1.7	2.1	2.0	2.0	1.8
G-U	SERVICES	2.4	1.9	1.8	1.3	3.3	2.6	3.2	2.7
G46-47	WHOLESALE AND RETAIL TRADE	2.4	2.0	1.8	1.3	3.4	2.9	2.4	2.1
G46	Wholesale Trade	2.0	1.6	1.7	1.2	2.5	2.1	2.2	2.0
G47	Retail Trade	3.4	3.0	2.0	1.7	3.9	3.5	3.1	2.6
H49-53	TRANSPORTATION AND STORAGE	1.8	1.3	1.6	1.2	1.9	1.4	2.0	1.4
H49,5221	Land Transport & Supporting Services	1.8	1.3	1.6	1.0	1.9	2.1	1.9	1.2
H50,5222,5225	Water Transport & Supporting Services	1.1	0.9	1.4	1.0	1.2	1.0	0.7	0.8
H51,5223	Air Transport & Supporting Services	1.6	1.0	1.5	0.6	1.5	1.0	2.5	1.6
H521,5224,5229,53	Other Transportation & Storage Services	2.5	1.9	1.9	1.6	3.0	2.1	2.7	2.1
I55-56	ACCOMMODATION AND FOOD SERVICES	3.7	3.3	2.2	2.2	4.3	3.7	3.5	3.1
I55	Accommodation	2.8	2.4	2.3	2.0	3.3	2.7	2.7	2.6
I56	Food & Beverage Services	3.9	3.4	2.2	2.2	4.4	3.8	3.7	3.3

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Annual figures are the simple averages of the figures obtained at quarterly intervals.

D.3 AVERAGE MONTHLY RECRUITMENT AND RESIGNATION RATES BY INDUSTRY AND OCCUPATIONAL GROUP, 2018 (continued)

Per Cent

SSIC 2015	Industry	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	2.3	1.6	2.2	1.5	2.6	1.8	1.8	1.3
J58-61	Telecommunications, Broadcasting & Publishing	1.7	1.2	1.6	1.1	2.2	1.7	1.0	1.4
J62-63	IT & Other Information Services	2.6	1.8	2.6	1.8	3.3	2.1	1.9	1.3
K64-66	FINANCIAL AND INSURANCE SERVICES	2.1	1.4	2.0	1.3	2.7	1.9	0.9	0.8
K64 & 66 (excl. 662)	Financial Services	2.1	1.3	2.0	1.3	2.7	1.9	1.0	0.9
K65 & 662	Insurance Services	2.2	1.6	2.1	1.5	2.7	1.8	0.6	0.6
L68	REAL ESTATE SERVICES	3.3	2.5	2.1	1.4	3.8	2.6	4.7	3.8
M69-75	PROFESSIONAL SERVICES	2.5	1.6	2.3	1.6	2.3	1.9	3.5	1.9
M69-70	Legal, Accounting & Management Services	2.3	1.6	2.4	1.6	2.4	1.7	0.9	0.5
M71	Architectural & Engineering Services	2.8	1.7	2.1	1.4	2.4	2.4	4.0	2.1
M72-75	Other Professional Services	2.3	1.8	2.4	1.7	2.1	2.0	1.1	2.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.5	3.4	3.2	2.0	4.8	3.0	4.8	4.3
N80	Security & Investigation	3.9	3.0	2.0	1.8	4.1	3.2	2.5	2.0
N81	Cleaning & Landscaping	4.7	4.2	2.1	1.7	3.7	2.5	5.0	4.6
N77-79,82	Other Administrative & Support Services	4.5	2.5	3.5	2.0	6.8	2.6	4.1	3.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.1	1.2	0.9	2.2	1.7	2.1	1.7
O84,P85	Public Administration & Education	1.1	0.7	1.0	0.7	1.5	1.1	1.4	0.7
Q86-88	Health & Social Services	1.7	1.2	1.4	1.1	2.2	1.5	1.9	1.4
R90-93	Arts, Entertainment & Recreation	1.9	1.5	1.7	1.4	2.0	1.7	1.7	1.4
S,T,U	Other Community, Social & Personal Services	2.6	2.3	1.9	1.6	3.1	2.9	2.9	2.6
A,B,D,E,V	Others¹	1.8	1.4	0.9	0.7	2.8	1.9	3.4	2.7

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

D.4 RETRENCHMENT BY INDUSTRY AND OCCUPATIONAL GROUP, 2008 – 2018

SSIC 2015	Industry	Number										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	16,880	23,430	9,800	9,990	11,010	11,560	12,930	15,580	19,170	14,720	10,730
C10-32	MANUFACTURING	10,430	13,640	4,490	4,460	4,050	5,000	3,970	5,210	6,280	3,790	2,570
C10-12	Food, Beverages & Tobacco	80	10	20	10	30	40	120	80	330	190	200
C17-18,22	Paper / Rubber / Plastic Products & Printing	840	780	470	660	590	380	150	570	410	480	160
C19-21	Petroleum, Chemical & Pharmaceutical Products	200	230	160	330	240	220	170	320	360	300	180
C25,28	Fabricated Metal Products, Machinery & Equipment	2,040	3,170	1,570	630	750	690	1,350	1,780	2,400	930	870
C26	Electronic, Computer & Optical Products	5,320	6,460	1,720	2,020	1,790	2,280	1,290	1,630	1,670	920	670
C29-30	Transport Equipment	800	1,460	280	180	130	200	440	570	720	820	310
C13-16,23-24,27,31-32	Other Manufacturing Industries	1,160	1,520	270	640	540	1,200	460	260	390	150	190
F41-43	CONSTRUCTION	540	980	1,350	1,050	650	1,120	1,690	1,780	1,920	2,020	1,200
G-U	SERVICES	5,870	8,720	3,960	4,430	6,300	5,430	7,260	8,510	10,880	8,900	6,960
G46-47	WHOLESALE AND RETAIL TRADE	1,530	2,670	1,170	1,050	1,830	1,280	2,190	2,180	2,380	2,180	1,780
G46	Wholesale Trade	1,400	2,480	940	750	1,270	1,180	1,490	2,150	2,200	1,920	1,580
G47	Retail Trade	130	190	220	300	560	100	700	30	180	260	210
H49-53	TRANSPORTATION AND STORAGE	600	1,050	320	230	280	450	470	690	870	900	710
H49,5221	Land Transport & Supporting Services	70	60	60	70	10	10	-	60	10	160	200
H50,5222,5225	Water Transport & Supporting Services	80	220	80	70	150	130	210	280	490	300	180
H51,5223	Air Transport & Supporting Services	140	420	110	30	10	100	20	110	160	20	20
H521,5224,5229,53	Other Transportation & Storage Services	310	360	80	70	110	210	240	250	220	430	310
I55-56	ACCOMMODATION AND FOOD SERVICES	150	200	130	350	270	220	380	200	350	470	350
I55	Accommodation	30	60	-	210	100	10	240	10	70	120	10
I56	Food & Beverage Services	120	140	130	140	170	210	140	190	280	350	340

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) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

D.4 RETRENCHMENT BY INDUSTRY AND OCCUPATIONAL GROUP, 2008 – 2018 (continued)

SSIC 2015	Industry	Number										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
J58-63	INFORMATION AND COMMUNICATIONS	400	590	340	480	710	800	790	710	970	910	1,070
J58-61	Telecommunications, Broadcasting & Publishing	120	260	220	250	340	480	350	280	570	500	650
J62-63	IT & Other Information Services	280	330	120	220	370	330	440	430	400	420	420
K64-66	FINANCIAL AND INSURANCE SERVICES	1,440	1,840	610	860	1,380	1,270	1,350	1,760	2,310	1,780	1,330
K64 & 66 (excl. 662)	Financial Services	1,380	1,780	570	790	1,310	1,230	1,280	1,710	2,210	1,720	1,240
K65 & 662	Insurance Services	60	70	40	70	80	40	60	50	90	60	80
L68	REAL ESTATE SERVICES	70	140	130	130	60	30	90	50	90	70	100
M69-75	PROFESSIONAL SERVICES	700	1,210	720	940	1,230	960	1,520	2,290	2,740	1,700	1,100
M69-70	Legal, Accounting & Management Services	290	610	370	450	560	590	1,030	1,180	1,410	860	600
M71	Architectural & Engineering Services	240	370	330	200	470	240	350	940	1,050	560	310
M72-75	Other Professional Services	170	230	20	290	200	120	140	170	280	280	190
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	420	780	280	130	300	240	360	400	340	430	240
N80	Security & Investigation	-	70	-	-	20	-	110	70	20	120	10
N81	Cleaning & Landscaping	20	90	50	20	20	10	10	50	60	70	40
N77-79,82	Other Administrative & Support Services	390	630	230	110	260	230	230	280	260	250	190
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	570	240	260	260	240	190	130	230	850	460	290
O84,P85	Public Administration & Education	120	100	50	10	50	30	40	40	50	40	90
Q86-88	Health & Social Services	160	20	30	-	40	10	20	90	40	50	20
R90-93	Arts, Entertainment & Recreation	230	10	50	50	100	40	20	10	500	240	130
S,T,U	Other Community, Social & Personal Services	60	120	130	190	60	120	50	80	260	130	50
A,B,D,E,V	Others¹	50	90	-	50	10	10	10	80	100	20	-
	OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians	6,200	9,570	3,450	4,170	5,960	6,430	6,530	8,550	10,890	8,700	6,980
	Clerical, Sales & Service Workers	1,920	2,530	1,450	1,080	1,480	1,140	1,860	1,550	2,100	1,550	1,230
	Production & Transport Operators, Cleaners & Labourers	8,770	11,330	4,900	4,750	3,570	4,000	4,540	5,480	6,190	4,480	2,510

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) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

D.5 INCIDENCE OF RETRENCHMENT BY INDUSTRY AND OCCUPATIONAL GROUP, 2008 – 2018

SSIC 2015	Industry	Number Of Retrenched Employees Per 1,000 Employees										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	10.6	14.2	5.7	5.5	5.8	5.8	6.3	7.4	8.9	7.0	5.1
C10-32	MANUFACTURING	24.7	35.1	11.5	11.4	10.2	12.5	10.0	13.2	16.7	10.6	7.3
C10-12	Food, Beverages & Tobacco	3.8	0.6	0.8	0.4	1.0	1.3	4.1	2.7	10.6	6.1	5.9
C17-18,22	Paper / Rubber / Plastic Products & Printing	25.8	28.1	16.5	23.3	21.2	15.1	7.3	25.6	19.7	24.3	8.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	8.4	9.9	6.7	13.4	9.5	8.4	5.8	11.8	12.8	10.4	6.1
C25,28	Fabricated Metal Products, Machinery & Equipment	19.2	31.3	15.7	6.2	7.0	6.5	12.5	17.3	25.3	10.9	10.6
C26	Electronic, Computer & Optical Products	51.6	76.3	19.2	22.6	20.4	26.7	15.9	19.4	21.9	12.4	8.6
C29-30	Transport Equipment	7.6	15.3	3.1	2.0	1.4	2.1	4.7	6.4	8.2	10.4	4.2
C13-16,23-24,27,31-32	Other Manufacturing Industries	35.9	43.8	7.3	16.7	14.3	30.4	11.8	6.3	10.3	3.9	5.1
F41-43	CONSTRUCTION	2.8	4.1	5.6	4.2	2.4	3.8	5.3	5.4	5.7	6.7	4.1
G-U	SERVICES	6.1	8.7	3.7	3.8	5.1	4.3	5.5	6.2	7.7	6.3	4.8
G46-47	WHOLESALE AND RETAIL TRADE	8.3	14.3	6.2	5.1	8.5	5.8	9.5	9.3	10.0	9.1	7.4
G46	Wholesale Trade	11.1	19.5	7.4	5.2	8.3	7.7	9.3	13.3	13.6	11.7	9.6
G47	Retail Trade	2.3	3.1	3.7	4.9	9.0	1.5	9.9	0.4	2.4	3.4	2.7
H49-53	TRANSPORTATION AND STORAGE	5.3	9.2	2.6	1.8	2.0	3.1	3.2	4.6	5.7	5.8	4.5
H49,5221	Land Transport & Supporting Services	3.7	2.7	2.1	2.6	0.2	0.3	0.1	1.7	0.1	3.8	4.8
H50,5222,5225	Water Transport & Supporting Services	2.7	6.8	2.5	1.9	4.1	3.8	5.9	7.6	13.5	8.9	5.2
H51,5223	Air Transport & Supporting Services	5.1	15.7	4.0	1.1	0.4	3.0	0.6	3.2	4.6	0.5	0.7
H521,5224,5229,53	Other Transportation & Storage Services	8.3	10.4	2.1	1.6	2.6	4.7	5.1	5.2	4.7	8.9	6.2
I55-56	ACCOMMODATION AND FOOD SERVICES	1.8	2.2	1.4	3.4	2.5	1.9	3.1	1.6	2.5	3.4	2.5
I55	Accommodation	1.4	2.6	-	9.5	4.3	0.4	11.0	0.4	3.0	5.1	0.6
I56	Food & Beverage Services	1.9	2.0	1.8	1.7	2.0	2.3	1.4	1.8	2.4	3.0	2.9

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) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.

D.5 INCIDENCE OF RETRENCHMENT BY INDUSTRY AND OCCUPATIONAL GROUP, 2008 – 2018 (continued)

SSIC 2015	Industry	Number Of Retrenched Employees Per 1,000 Employees										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
J58-63	INFORMATION AND COMMUNICATIONS	8.6	12.1	6.7	8.1	11.7	13.0	12.1	10.2	13.4	12.0	12.9
J58-61	Telecommunications, Broadcasting & Publishing	5.4	11.4	9.4	10.5	13.2	19.4	13.3	9.7	19.7	17.5	23.1
J62-63	IT & Other Information Services	11.5	12.7	4.5	6.4	10.6	8.8	11.3	10.5	9.2	8.7	7.6
K64-66	FINANCIAL AND INSURANCE SERVICES	14.6	18.3	6.0	7.5	11.6	10.4	10.6	13.5	17.1	14.1	9.6
K64 & 66 (excl. 662)	Financial Services	15.8	20.1	6.4	7.8	12.4	11.5	11.6	15.0	18.9	15.9	10.5
K65 & 662	Insurance Services	5.1	5.3	3.4	4.9	5.4	2.5	4.0	2.8	5.3	3.3	4.2
L68	REAL ESTATE SERVICES	1.6	3.0	2.6	2.5	1.1	0.5	1.6	0.9	1.6	1.4	1.9
M69-75	PROFESSIONAL SERVICES	7.5	12.5	7.0	8.2	9.7	7.5	11.6	17.2	20.5	13.4	8.4
M69-70	Legal, Accounting & Management Services	7.1	14.8	8.4	8.4	9.7	10.2	16.8	18.6	21.3	14.5	9.4
M71	Architectural & Engineering Services	6.5	9.3	8.2	4.8	9.9	5.0	7.3	19.6	22.9	12.3	6.9
M72-75	Other Professional Services	10.6	14.5	0.9	14.4	9.3	5.9	6.1	7.7	13.0	12.7	8.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.4	9.0	3.0	1.3	2.8	2.1	3.0	3.0	2.3	2.8	1.6
N80	Security & Investigation	0.2	2.3	-	-	0.4	0.1	2.9	1.6	0.4	2.6	0.4
N81	Cleaning & Landscaping	0.9	2.9	1.6	0.5	0.6	0.2	0.3	1.1	1.1	1.1	0.5
N77-79,82	Other Administrative & Support Services	14.0	21.6	7.3	3.3	7.3	5.9	5.8	6.4	5.8	5.3	4.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	2.6	1.0	1.0	0.9	0.8	0.6	0.4	0.7	2.4	1.3	0.8
O84,P85	Public Administration & Education	1.0	0.7	0.4	0.1	0.3	0.2	0.3	0.3	0.3	0.2	0.5
Q86-88	Health & Social Services	2.9	0.3	0.5	-	0.5	0.1	0.2	1.0	0.4	0.5	0.2
R90-93	Arts, Entertainment & Recreation	13.0	0.5	1.4	1.4	2.5	0.9	0.4	0.3	12.2	6.0	3.2
S,T,U	Other Community, Social & Personal Services	2.8	4.9	4.9	6.9	2.0	4.0	1.7	2.6	7.7	3.7	1.3
A,B,D,E,V	Others¹	2.3	4.6	-	2.5	0.5	0.6	0.4	3.8	4.5	0.7	-
	OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians	9.9	14.7	5.0	5.5	7.4	7.3	7.1	8.9	11.0	8.7	6.7
	Clerical, Sales & Service Workers	5.5	6.9	3.6	2.6	3.5	2.8	4.4	3.6	4.8	3.6	2.9
	Production & Transport Operators, Cleaners & Labourers	14.1	17.9	7.7	7.3	5.2	5.7	6.3	7.6	8.6	6.6	3.9

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) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.

D.6 JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2008 – 2018

SSIC 2015	Industry	Per Cent										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	2.4	1.8	2.5	2.8	2.5	2.7	3.0	2.8	2.3	2.4	2.7
C10-32	MANUFACTURING	1.6	1.2	2.1	2.3	1.8	1.9	2.1	1.8	1.6	1.8	2.3
C10-12	Food, Beverages & Tobacco	1.7	1.4	2.3	3.0	2.2	2.7	2.9	2.6	2.1	2.0	2.1
C17-18,22	Paper / Rubber / Plastic Products & Printing	1.6	1.1	1.9	1.9	1.6	1.8	2.2	1.6	1.3	1.6	2.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.7	1.3	1.6	1.6	1.6	2.0	1.8	1.8	1.6	1.5	2.4
C25,28	Fabricated Metal Products, Machinery & Equipment	1.7	1.0	1.8	2.1	2.0	2.0	2.0	1.4	1.1	1.5	1.9
C26	Electronic, Computer & Optical Products	1.3	1.1	2.8	2.6	1.9	1.9	2.5	2.3	2.4	3.2	2.9
C29-30	Transport Equipment	1.7	1.4	1.6	2.2	1.4	1.5	1.7	1.4	0.9	1.2	2.2
C13-16,23-24,27,31-32	Other Manufacturing Industries	1.5	1.5	2.4	2.1	1.7	2.4	2.0	2.0	1.9	1.5	2.3
F41-43	CONSTRUCTION	1.6	0.8	1.2	1.5	1.2	1.3	1.2	0.9	0.6	0.6	1.1
G-U	SERVICES	2.8	2.3	3.0	3.3	3.0	3.3	3.7	3.5	2.9	2.9	3.1
G46-47	WHOLESALE AND RETAIL TRADE	2.0	1.6	2.4	2.6	2.7	3.0	3.3	2.9	2.6	2.5	2.7
G46	Wholesale Trade	1.8	1.3	2.0	2.1	2.0	2.2	2.5	2.3	1.8	2.0	2.2
G47	Retail Trade	2.6	2.1	3.3	3.7	4.4	4.9	5.1	4.3	4.4	3.6	3.6
H49-53	TRANSPORTATION AND STORAGE	2.0	1.3	2.5	2.6	2.4	2.6	2.8	2.4	1.9	2.2	2.4
H49,5221	Land Transport & Supporting Services	3.1	1.6	3.3	4.0	3.0	2.9	3.3	2.4	1.9	1.7	2.0
H50,5222,5225	Water Transport & Supporting Services	1.5	0.6	1.6	1.3	1.3	2.3	2.2	1.3	0.7	1.4	1.2
H51,5223	Air Transport & Supporting Services	2.6	2.4	3.3	4.1	3.4	3.1	2.7	3.0	2.1	1.9	2.9
H521,5224,5229,53	Other Transportation & Storage Services	1.4	1.0	2.0	1.7	2.2	2.4	3.1	2.9	2.7	3.2	3.3
I55-56	ACCOMMODATION AND FOOD SERVICES	3.0	2.4	4.1	4.1	4.4	5.3	5.9	5.4	4.3	4.2	4.2
I55	Accommodation	3.1	2.4	4.3	4.7	4.8	6.3	7.5	7.3	6.7	6.5	8.0
I56	Food & Beverage Services	3.0	2.4	4.0	4.0	4.2	5.1	5.5	5.0	3.7	3.6	3.4

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

D.6 JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2008 – 2018 (continued)

SSIC 2015	Industry	Per Cent										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
J58-63	INFORMATION AND COMMUNICATIONS	2.9	1.6	2.7	2.9	2.4	2.8	3.5	3.8	3.9	4.0	4.8
J58-61	Telecommunications, Broadcasting & Publishing	2.3	1.5	2.5	3.0	2.4	2.3	2.3	2.5	3.1	2.7	2.7
J62-63	IT & Other Information Services	3.4	1.7	2.9	2.8	2.5	3.1	4.3	4.8	4.5	4.8	5.8
K64-66	FINANCIAL AND INSURANCE SERVICES	1.9	1.3	2.4	2.5	2.0	2.2	2.9	2.8	2.4	3.1	3.5
K64 & 66 (excl. 662)	Financial Services	1.7	1.1	2.3	2.4	1.9	2.1	2.9	2.8	2.4	3.1	3.5
K65 & 662	Insurance Services	3.7	2.4	3.1	3.2	2.8	2.9	2.8	2.5	2.6	2.9	3.5
L68	REAL ESTATE SERVICES	1.9	1.9	2.8	3.5	3.1	3.5	3.9	3.8	2.9	2.2	2.3
M69-75	PROFESSIONAL SERVICES	2.8	1.5	1.9	2.2	2.0	2.2	2.7	3.0	2.5	2.3	3.0
M69-70	Legal, Accounting & Management Services	2.5	1.3	2.2	2.1	1.9	1.9	3.0	3.8	3.0	2.7	3.4
M71	Architectural & Engineering Services	3.0	1.4	1.3	1.7	1.7	2.0	1.9	1.7	1.6	1.5	2.3
M72-75	Other Professional Services	3.0	2.0	2.6	3.3	3.0	3.5	3.3	3.5	3.1	2.5	3.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.0	2.6	3.4	4.4	3.5	3.8	4.5	3.9	3.3	3.2	3.4
N80	Security & Investigation	6.2	4.5	5.4	6.9	4.3	4.2	5.0	5.6	4.9	4.6	5.6
N81	Cleaning & Landscaping	2.5	1.4	2.4	3.3	3.1	3.7	4.3	3.3	2.5	2.6	2.7
N77-79,82	Other Administrative & Support Services	2.9	1.8	2.5	3.1	2.9	3.5	4.1	2.9	2.7	2.8	2.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	4.1	4.2	3.9	4.3	3.6	3.9	4.1	3.7	3.1	2.8	2.9
O84,P85	Public Administration & Education	5.1	5.1	4.5	4.6	3.9	3.9	3.9	3.4	3.0	2.7	2.9
Q86-88	Health & Social Services	2.6	2.7	2.9	3.6	3.2	3.6	4.8	3.8	3.1	2.7	3.0
R90-93	Arts, Entertainment & Recreation	2.8	3.7	3.5	4.7	3.4	3.8	3.8	4.8	3.5	3.7	2.8
S,T,U	Other Community, Social & Personal Services	2.8	2.4	3.5	3.6	3.3	4.5	4.1	3.5	2.7	2.6	3.0
A,B,D,E,V	Others¹	2.3	1.9	2.2	3.1	4.1	3.2	2.5	2.3	1.8	1.8	2.0
	OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians	2.8	2.3	2.9	3.0	2.5	2.7	3.0	2.9	2.5	2.6	3.0
	Clerical, Sales & Service Workers	2.8	2.1	3.0	3.6	3.4	3.8	4.3	3.9	3.2	3.0	3.2
	Production & Transport Operators, Cleaners & Labourers	1.6	1.2	1.9	2.3	1.9	2.2	2.3	1.9	1.6	1.7	2.0

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

D.7 JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2018

SSIC 2015	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		57.9	2.7	31.5	3.0	13.6	3.2	12.8	2.0
C10-32	MANUFACTURING	8.3	2.3	4.4	2.8	0.6	2.1	3.2	1.9
C10-12	Food, Beverages & Tobacco	0.7	2.1	0.2	2.0	0.3	2.7	0.3	1.9
C17-18,22	Paper / Rubber / Plastic Products & Printing	0.4	2.0	0.1	2.2	-	-	0.2	1.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.7	2.4	0.6	2.7	-	-	0.1	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	1.6	1.9	0.8	2.4	0.1	1.8	0.7	1.6
C26	Electronic, Computer & Optical Products	2.3	2.9	1.6	3.5	0.1	2.3	0.7	2.1
C29-30	Transport Equipment	1.6	2.2	0.8	2.7	0.1	1.5	0.8	1.9
C13-16,23-24,27,31-32	Other Manufacturing Industries	0.9	2.3	0.4	2.8	0.1	2.1	0.4	2.0
F41-43	CONSTRUCTION	3.0	1.1	0.8	1.3	0.2	1.1	2.0	1.0
G-U	SERVICES	46.2	3.1	26.0	3.2	12.7	3.4	7.4	2.8
G46-47	WHOLESALE AND RETAIL TRADE	6.5	2.7	2.9	2.5	2.9	3.2	0.8	2.0
G46	Wholesale Trade	3.7	2.2	2.4	2.4	0.9	2.4	0.4	1.4
G47	Retail Trade	2.8	3.6	0.5	2.7	2.0	3.9	0.3	3.9
H49-53	TRANSPORTATION AND STORAGE	3.9	2.4	1.0	2.1	1.0	2.4	1.8	2.7
H49,5221	Land Transport & Supporting Services	0.8	2.0	0.1	1.6	0.2	2.9	0.5	1.9
H50,5222,5225	Water Transport & Supporting Services	0.4	1.2	0.2	1.6	0.1	1.3	0.1	0.8
H51,5223	Air Transport & Supporting Services	1.0	2.9	0.3	3.3	0.5	2.2	0.2	5.5
H521,5224,5229,53	Other Transportation & Storage Services	1.7	3.3	0.4	2.2	0.3	3.2	1.0	4.2
I55-56	ACCOMMODATION AND FOOD SERVICES	5.9	4.2	1.0	3.5	3.5	4.1	1.4	5.2
I55	Accommodation	2.0	8.0	0.5	5.3	0.9	8.9	0.6	10.1
I56	Food & Beverage Services	3.9	3.4	0.6	2.7	2.5	3.4	0.8	3.8

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.
- 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, 2018 (continued)

SSIC 2015	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	3.9	4.8	3.7	5.1	0.2	2.9	-	-
J58-61	Telecommunications, Broadcasting & Publishing	0.8	2.7	0.7	2.8	0.1	2.7	-	-
J62-63	IT & Other Information Services	3.2	5.8	3.1	6.1	0.1	3.3	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	5.0	3.5	4.7	3.6	0.3	2.6	-	-
K64 & 66 (excl. 662)	Financial Services	4.3	3.5	4.2	3.6	0.2	2.0	-	-
K65 & 662	Insurance Services	0.7	3.5	0.5	3.4	0.1	3.9	-	-
L68	REAL ESTATE SERVICES	1.2	2.3	0.6	2.6	0.2	2.0	0.4	2.1
M69-75	PROFESSIONAL SERVICES	4.0	3.0	3.2	3.2	0.4	2.7	0.4	2.0
M69-70	Legal, Accounting & Management Services	2.2	3.4	1.9	3.6	0.2	2.7	0.1	2.8
M71	Architectural & Engineering Services	1.1	2.3	0.7	2.6	-	-	0.3	1.9
M72-75	Other Professional Services	0.7	3.3	0.6	3.2	0.1	4.9	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.0	3.4	0.9	3.0	2.0	4.3	2.2	3.0
N80	Security & Investigation	1.9	5.6	0.1	2.4	1.6	5.6	0.2	8.1
N81	Cleaning & Landscaping	1.8	2.7	0.1	1.3	0.1	1.2	1.7	3.0
N77-79,82	Other Administrative & Support Services	1.4	2.9	0.8	3.4	0.3	2.4	0.3	2.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.7	2.9	7.9	2.9	2.3	3.2	0.5	2.4
O84,P85	Public Administration & Education	5.2	2.9	4.9	3.0	0.3	2.0	0.1	1.5
Q86-88	Health & Social Services	3.3	3.0	2.1	2.8	1.0	3.6	0.2	3.3
R90-93	Arts, Entertainment & Recreation	1.1	2.8	0.4	2.7	0.6	3.1	0.1	2.2
S,T,U	Other Community, Social & Personal Services	1.1	3.0	0.4	2.7	0.5	3.7	0.2	2.4
A,B,D,E,V	Others¹	0.4	2.0	0.2	1.6	-	-	0.2	2.6

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

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

**D.8 JOB VACANCY TO UNEMPLOYED PERSON RATIO, 2008 – 2018
(SEASONALLY ADJUSTED)**

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Annual Average	0.92	0.52	0.98	1.21	1.07	1.28	1.38	1.24	0.91	0.87	1.07
March	1.31	0.37	0.87	1.30	1.03	1.15	1.32	1.41	1.05	0.81	1.06
June	1.00	0.40	0.98	1.24	0.98	1.19	1.41	1.24	0.90	0.84	1.08
September	0.84	0.54	1.06	1.15	1.23	1.40	1.41	1.17	0.92	0.90	1.05
December	0.53	0.78	1.03	1.16	1.04	1.40	1.39	1.13	0.78	0.94	1.10

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

Note :

The seasonally adjusted 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.

D.9 NEW REGISTRANTS AT CAREER CENTRES BY AGE AND HIGHEST QUALIFICATION ATTAINED, 2014 – 2018

	Number				
	2014	2015	2016	2017	2018
TOTAL	34,709	30,223	23,770	25,322	28,804
Age (Years)					
Under 20	372	313	207	233	491
20 – 29	5,113	4,678	3,537	4,161	4,730
30 – 39	5,488	5,366	4,276	4,727	5,712
40 – 49	8,153	7,410	6,329	6,742	7,377
50 – 59	9,424	7,767	6,052	6,209	6,635
60 & Over	6,159	4,689	3,369	3,250	3,859
Highest Qualification Attained					
Primary & Below	6,833	4,540	2,972	2,492	2,427
Secondary	16,820	12,945	8,892	7,840	8,123
Post Secondary	3,358	3,450	2,941	3,235	4,314
Diploma	3,811	4,260	3,687	4,510	5,401
Degree	3,887	5,028	5,278	7,245	8,539

Source : Workforce Singapore

Note :

'New Registrants' refers to the number of unique individuals who registered for employment and/or training assistance at Workforce Singapore (WSG)'s career matching service (CMS) physical touch points such as Careers Connect and National Trades Union Congress (NTUC)'s Employment and Employability Institute (e2i) centres.

D.10 JOB SEEKERS PLACED IN EMPLOYMENT BY CAREER CENTRES BY AGE AND HIGHEST QUALIFICATION ATTAINED, 2014 – 2018

	Number				
	2014	2015	2016	2017	2018
TOTAL	14,814	13,278	14,428	15,380	19,214
Age (Years)					
Under 20	385	153	112	110	393
20 – 29	3,057	2,390	2,367	2,724	3,262
30 – 39	2,894	2,358	2,619	2,889	3,797
40 – 49	3,518	3,269	3,780	4,092	4,873
50 – 59	3,254	3,357	3,665	3,625	4,405
60 & Over	1,706	1,751	1,885	1,940	2,484
Highest Qualification Attained					
Primary & Below	2,381	2,013	1,906	1,540	1,662
Secondary	7,036	5,806	5,468	4,909	5,425
Post Secondary	1,698	1,492	1,840	1,988	3,189
Diploma	1,925	1,967	2,325	2,785	3,533
Degree	1,774	2,000	2,889	4,158	5,405

Source : Workforce Singapore

Note :

'Job Seekers Placed in Employment' refers to the number of unique individuals who were placed into employment by Workforce Singapore (WSG)'s career matching service (CMS) physical touch points such as Careers Connect and National Trades Union Congress (NTUC)'s Employment and Employability Institute (e2i) centres. This includes those who found their own jobs after receiving services from WSG's CMS physical touch points and NTUC's e2i centres.



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 between employers and employees;
- Improve the working conditions of workers or enhance their economic and social status; and
- Raise productivity for the benefit of employees, employers and the economy of Singapore.

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, 2008 – 2018
(At Year-End)

Size of Trade Union (Number of Members)											Number
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
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, 2008 – 2018
(At Year-End)

Size of Trade Union (Number of Members)											Number
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	2,423	2,571	2,529	2,306	2,288	3,074	3,300	3,365	3,489	3,570	3,490
Under 50	21	23	22	21	19	18	21	21	20	20	17
50 – 249	120	130	140	129	113	130	130	136	151	158	163
250 & Over	2,282	2,418	2,367	2,156	2,156	2,926	3,149	3,208	3,318	3,392	3,310

Source : Labour Relations and Workplaces Division, MOM

E.3 NUMBER OF EMPLOYEES' TRADE UNIONS BY MEMBERSHIP SIZE, 2008 – 2018
(At Year-End)

Size of Trade Union (Number of Members)												Number	
			2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL			66	65	65	65	66	64	65	64	63	61	63
Under	50		-	-	1	1	1	1	2	1	1	1	2
50	-	249	9	6	5	5	7	3	3	3	3	2	3
250	-	999	15	18	17	15	14	16	15	15	13	13	12
1,000	-	4,999	23	19	17	19	18	17	18	18	19	18	19
5,000	-	9,999	3	5	8	8	9	10	9	9	9	9	9
10,000	&	Over	16	17	17	17	17	17	18	18	18	18	18

Source : Labour Relations and Workplaces Division, MOM

E.4 NUMBER OF EMPLOYEES' TRADE UNIONS BY INDUSTRY, 2008 – 2018
(At Year-End)

SSIC 2015	Industry	Number										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	66	65	65	65	66	64	65	64	63	61	63
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	15	15	15	15	16	15	16	15	14	12	13
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	3	2	2	2	2	2	2	2	2	2	3
O-U	Community, Social & Personal Services	22	22	22	22	22	21	21	21	21	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, 2008 – 2018
(At Year-End)

Size of Trade Union (Number of Members)		Number										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL		517,197	526,089	549,878	588,014	613,418	655,126	686,676	718,723	740,750	755,217	762,807
Under	50	-	-	44	44	44	43	46	43	42	40	40
50	– 249	1,648	861	779	788	1,233	547	556	545	479	596	575
250	– 999	8,553	10,757	10,026	8,322	8,088	8,853	8,246	8,794	6,447	6,807	6,621
1,000	– 4,999	61,529	47,789	35,569	43,420	39,360	36,994	39,360	39,902	38,551	37,790	40,680
5,000	– 9,999	19,655	30,571	47,558	52,995	61,007	71,276	63,329	66,836	68,503	70,269	70,871
10,000	& Over	425,812	436,111	455,902	482,445	503,686	537,413	575,139	602,603	626,728	639,715	644,020

Source : Labour Relations and Workplaces Division, MOM

E.6 MEMBERSHIP OF EMPLOYEES' TRADE UNIONS BY INDUSTRY, 2008 – 2018

(At Year-End)

SSIC 2015	Industry	Number										
		2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	517,197	526,089	549,878	588,014	613,418	655,126	686,676	718,723	740,750	755,217	762,807
C10-32	Manufacturing	117,690	116,517	119,899	128,193	130,385	137,146	141,668	145,159	146,815	149,524	146,447
F41-43	Construction	25,509	25,317	27,484	29,906	32,027	38,619	41,761	42,630	42,953	43,246	43,638
G46-47	Wholesale & Retail Trade	84,254	78,819	80,507	84,195	87,358	89,173	93,140	96,068	99,407	99,740	98,641
I55-56	Accommodation & Food Services	37,113	37,276	38,902	41,437	43,093	45,504	47,863	50,643	51,955	52,135	52,861
H49-53, J58-63	Transport & Storage and Information & Communications	90,881	92,430	97,212	101,120	103,605	112,420	116,223	121,910	126,423	129,987	139,872
K64-66	Financial & Insurance Services	20,787	22,068	23,441	25,607	26,458	28,261	29,103	30,320	31,534	32,597	33,331
L68, M69-75, N77-82	Real Estate, Professional and Administrative & Support Services	5,379	11,739	12,582	11,388	12,008	12,178	12,104	13,311	13,771	14,054	13,239
O-U	Community, Social & Personal Services	74,121	80,840	86,532	99,976	107,817	116,514	124,272	132,770	137,321	141,141	141,570
A,B,D,E,V	Others ¹	61,463	61,083	63,319	66,192	70,667	75,311	80,542	85,912	90,571	92,793	93,208

Source : Labour Relations and Workplaces Division, MOM

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

E.7 INDUSTRIAL STOPPAGES, 2008 – 2018

	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Number of Industrial Stoppages	0	0	0	0	1	0	0	0	0	0	0

Source : Labour Relations and Workplaces Division, MOM

E.8 TRADE DISPUTES REFERRED TO THE CONCILIATION SECTION BY NATURE OF TRADE DISPUTES, 2008 – 2018

Nature of Trade Disputes	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	118	166	121	159	164	136	106	119	112	110	105
Wage Increase and Conditions of Service	53	72	57	76	92	83	66	72	62	44	64
Retrenchment Benefits	14	34	12	15	11	18	15	18	27	28	16
Bonus or Gratuity	12	13	13	17	19	10	5	11	6	5	11
Other Industrial Matters ¹ (e.g. Sales Commission and Shift Allowances)	39	47	39	51	42	25	20	18	17	33	14

Source : Labour Relations and Workplaces Division, MOM

¹ From 1 April 2017, appeals under the Retirement and Re-employment Act from union members working in unionised companies are included under 'Other Industrial Matters'.

E.9 TRADE DISPUTES REFERRED TO THE CONCILIATION SECTION BY INDUSTRY, 2008 – 2018

														Number
SSIC 2005	Industry	2008	2009	2010		Industry	2011	2012	2013	2014	2015	2016	2017	2018
	TOTAL	118	166	121		TOTAL	159	164	136	106	119	112	110	105
C15-36	Manufacturing	46	78	40	C10-32	Manufacturing	41	44	41	40	30	46	37	40
F45	Construction	1	9	5	F41-43	Construction	8	7	5	4	9	5	4	-
G50-51, J58	Wholesale & Retail Trade and Hotels & Restaurants	20	25	18	G46-47, I55- 56	Wholesale & Retail Trade and Accommodation & Food Services	32	23	26	15	31	24	21	24
H52-56, K60-63	Transportation & Storage and Information & Communications	33	28	28	H49-53, J58-63	Transportation & Storage and Information & Communications	43	47	27	28	29	15	30	22
L-V	Financial & Insurance, Real Estate, Professional, Administrative and Community, Social & Personal Services	18	26	28	K-U	Financial & Insurance, Real Estate, Professional, Administrative and Community, Social & Personal Services	32	41	36	18	18	19	18	16
A,B,D,E	Others ¹	-	-	2	A,B,D,E,V	Others ¹	3	2	1	1	2	3	-	3

Source : Labour Relations and Workplaces Division, MOM

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

Note :

Data are classified according to the SSIC 2010 from 2011-2017. From 2018 onwards, data are classified according to the SSIC 2015.

E.10 CLAIMS REGISTERED WITH THE INDIVIDUAL DISPUTES SECTION BY ISSUES, 2008 – 2018

Issues	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Arrears of Wages	6,634	11,793	6,961	5,777	6,434	7,129	8,013	7,892	6,932	7,489	7,199
Wages in Lieu of Notice	758	938	788	938	1,079	1,205	1,250	1,621	1,704	1,638	1,645
Wages in Lieu of Annual Leave	505	547	532	496	669	689	690	975	1,038	813	690
Wages for Work on Rest Days	333	380	422	577	563	670	639	651	734	843	2,047
Wages for Work on Holidays	437	512	668	456	627	730	656	681	833	619	842
Overtime Wages	931	1,297	1,134	1,205	1,399	1,798	1,913	2,391	2,395	2,767	3,788
Sick Leave Wages	304	300	598	229	128	180	127	145	146	117	128
Maternity Allowance	36	70	28	61	39	45	35	34	24	19	14
Other Issues	2,598	3,618	2,608	2,234	990	1,194	1,275	1,555	1,160	1,538	1,677

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 issues.

E.11 COLLECTIVE AGREEMENTS CERTIFIED BY TYPE OF WORKERS COVERED, 2008 – 2018

Type of Workers Covered	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	354	384	363	342	322	474	420	479	411	390	398
Professionals, Managers, Executives & Technicians	62	81	75	44	33	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Professionals, Managers & Executives	n.a.	n.a.	n.a.	n.a.	n.a.	26	15	14	13	14	18
Associate Professionals & Technicians	n.a.	n.a.	n.a.	n.a.	n.a.	3	-	-	-	-	-
Clerical, Sales & Service Workers	44	51	60	28	33	48	42	65	70	71	51
Production & Transport Operators, Cleaners & Labourers	36	29	29	19	20	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Production, Transport & Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	21	35	41	25	30	31
Others (combination of earlier categories)	212	223	199	251	236	224	229	219	218	172	189
Maritime Officers & Seamen	n.a.	n.a.	n.a.	n.a.	n.a.	152	99	140	85	103	109

Source: Industrial Arbitration Court

E.12 COLLECTIVE AGREEMENTS CERTIFIED BY TYPE OF ORGANISATIONS, 2008 – 2018

Type of Organisations	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	354	384	363	342	322	474	420	479	411	390	398
Private Enterprise	348	371	351	335	311	457	414	465	396	385	385
Statutory Board	6	12	12	7	10	17	6	14	15	5	13
Government	-	1	-	-	1	-	-	-	-	-	-

Source: Industrial Arbitration Court

E.13 TRADE DISPUTES REFERRED TO THE INDUSTRIAL ARBITRATION COURT BY NATURE OF TRADE DISPUTES, 2008 – 2018

Nature of Trade Disputes	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	11	16	15	19	16	6	12	9	7	9	6
Variations of Awards / Collective Agreements	10	10	11	7	9	2	4	7	5	7	5
Continuation of Awards / Collective Agreements	-	2	1	4	2	2	3	1	1	1	-
Non-compliance of Awards / Collective Agreements	-	1	-	-	-	-	-	-	-	1	-
Interpretation of Awards / Collective Agreements	-	-	-	-	-	-	-	-	-	-	-
Proposals for Salary, Terms and Conditions of Service, including Fringe Benefits	1	2	1	6	3	1	4	1	1	-	1
Retrenchment	-	-	2	2	2	-	-	-	-	-	-
Recognition	-	-	-	-	-	-	-	-	-	-	-
Dismissal / Victimisation	-	-	-	-	-	-	-	-	-	-	-
Compliance with Court Order (section 56)	-	-	-	-	-	1	1	-	-	-	-
Contempt of Court (section 57)	-	-	-	-	-	-	-	-	-	-	-
Directed by Minister	-	1	-	-	-	-	-	-	-	-	-
Collective Agreement be varied to conform with an Award	-	-	-	-	-	-	-	-	-	-	-
Representation of certain classes of PMEs	-	-	-	-	-	-	-	-	-	-	-

Source: Industrial Arbitration Court

E.14 INDUSTRIAL ARBITRATION COURT AWARDS BY NATURE OF TRADE DISPUTES, 2008 – 2018

Nature of Trade Disputes	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	10	12	11	11	13	4	5	7	5	8	5
Variations of Awards / Collective Agreements	10	10	11	7	9	2	4	7	5	7	5
Continuation of Awards / Collective Agreements	-	1	-	1	-	-	-	-	-	-	-
Non-compliance of Awards / Collective Agreements	-	-	-	-	-	-	-	-	-	1	-
Interpretation of Awards / Collective Agreements	-	-	-	1	-	-	-	-	-	-	-
Proposals for Salary, Terms and Conditions of Service, including Fringe Benefits	-	-	-	1	1	1	1	-	-	-	-
Retrenchment	-	-	-	1	3	-	-	-	-	-	-
Recognition	-	-	-	-	-	-	-	-	-	-	-
Dismissal	-	-	-	-	-	-	-	-	-	-	-
Contempt of Court Awards	-	-	-	-	-	-	-	-	-	-	-
Referee Appeal	-	-	-	-	-	1	-	-	-	-	-
Directed by Minister	-	1	-	-	-	-	-	-	-	-	-

Source : Industrial Arbitration Court

E.15 INDUSTRIAL ARBITRATION COURT AWARDS BY TYPE OF WORKERS COVERED, 2008 – 2018

Type of Workers Covered	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	10	12	11	11	13	4	5	7	5	8	5
Professionals, Managers, Executives & Technicians	1	5	5	2	1	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Professionals, Managers & Executives	n.a.	n.a.	n.a.	n.a.	n.a.	-	-	-	-	-	-
Associate Professionals & Technicians	n.a.	n.a.	n.a.	n.a.	n.a.	-	-	-	-	-	-
Clerical, Sales & Service Workers	1	1	2	-	-	-	-	-	-	1	-
Production & Transport Operators, Cleaners & Labourers	-	-	-	-	-	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Production, Transport & Manual Workers	n.a.	n.a.	n.a.	n.a.	n.a.	-	-	-	-	-	1
Others (combination of earlier categories)	8	6	4	9	12	4	5	7	5	6	4
Maritime Officers & Seamen	n.a.	n.a.	n.a.	n.a.	n.a.	-	-	-	-	1	-

Source : Industrial Arbitration Court

E.16 INDUSTRIAL ARBITRATION COURT AWARDS BY TYPE OF ORGANISATIONS, 2008 – 2018

Type of Organisations	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	10	12	11	11	13	4	5	7	5	8	5
Private Enterprise	10	12	11	11	12	4	5	7	4	8	5
Statutory Board	-	-	-	-	1	-	-	-	1	-	-
Government	-	-	-	-	-	-	-	-	-	-	-

Source : Industrial Arbitration Court



WORKPLACE SAFETY AND HEALTH

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 include 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 (consecutive or otherwise); 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 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 new cases of 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, 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, 2018

SSIC 2010	Industry	Workplace Fatal Injury Rate	Workplace Injury Rate	Accident Frequency Rate	Accident Severity Rate	Occupational Disease Incidence
		per 100,000 workers	per 100,000 workers	per million man-hours worked	per million man-hours worked	per 100,000 workers
	TOTAL	1.2	373	1.6	66	16.4
C10-32 (excluding C301)	Manufacturing (excluding shipbuilding and ship repairing)	0.9	611	2.5	78	39.7
C10-12	Food, Beverages & Tobacco	2.0	1,035	4.4	141	43.2
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	672	2.7	65	46.8
C19-20	Petrochemical	-	187	0.8	22	9.2
C23	Non-metallic Mineral Products	23.8	2,905	n.a.	n.a.	95.2
C24-25,27-28	Metalworking ¹	0.9	923	3.6	96	67.8
C26	Electronic, Computer & Optical Products	1.1	190	0.8	42	6.5
C29-30 (excluding C301)	Transport Equipment (excluding shipbuilding and ship repairing)	-	218	0.8	17	71.4
C31	Furniture	-	1,089	n.a.	n.a.	35.7
C301,H52225,52252	Marine ²	6.2	418	1.5	171	54.0
F41-43	Construction	3.1	402	1.5	115	12.3
E36-38	Water Supply, Sewerage and Waste Management	6.1	715	n.a.	n.a.	6.1
G46-47	Wholesale and Retail Trade	1.2	152	0.7	46	6.6
G46	Wholesale Trade	1.5	114	0.5	51	5.9
G47	Retail Trade	0.6	228	1.0	37	8.0
H49-53	Transportation and Storage	1.5	421	1.8	84	21.2
H49	Land Transport	1.9	122	0.5	71	2.9
H50	Water Transport	-	135	0.6	17	-
H52	Warehousing & Support Activities for Transport	1.9	808	3.3	123	43.7

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, 2018 (continued)

SSIC 2010	Industry	Workplace Fatal Injury Rate	Workplace Injury Rate	Accident Frequency Rate	Accident Severity Rate	Occupational Disease Incidence
		per 100,000 workers	per 100,000 workers	per million man-hours worked	per million man-hours worked	per 100,000 workers
I55-56	Accommodation and Food Services	-	471	2.2	32	16.1
I55	Accommodation	-	759	3.2	50	40.2
I56	Food & Beverage Services	-	425	2.0	29	12.3
J58-63	Information and Communications	0.7	39	0.2	23	4.2
J58-61	Telecommunications, Broadcasting & Publishing	2.5	61	0.3	73	7.4
J62-63	IT & Other Information Services	-	30	0.1	3	3.0
K64-66	Financial and Insurance Services	-	90	0.4	8	2.6
L68	Real Estate Services	4.6	487	2.1	162	13.9
M69-75	Professional Services	-	180	0.8	16	8.6
M69-70	Legal, Accounting & Management Services	-	138	0.6	11	11.9
M71	Architectural & Engineering Services	-	336	1.4	30	8.3
N77-82	Administrative and Support Services	0.8	250	1.0	43	5.3
N80	Security & Investigation	-	304	1.1	20	6.2
N81	Cleaning & Landscaping	1.3	287	1.2	62	4.0
O84-U99	Community, Social and Personal Services	-	168	0.8	16	9.0
Q86,8701	Health Activities	-	442	2.0	45	40.4
R90-93	Arts, Entertainment & Recreation	-	255	1.1	23	10.6

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, 2018

SSIC 2010	Industry	Top Incident Types							
		Slips, Trips & Falls	Struck by Moving Objects	Cut / Stabbed by Objects	Struck by Falling Objects	Caught in or Between Objects	Over-exertion / Strenuous Movement	Strike Against Objects	Falls from Heights
	TOTAL	3,617	2,197	1,385	1,070	922	851	677	659
C10-32 (excluding C301)	Manufacturing (excluding shipbuilding and ship repairing)	481	596	424	273	335	121	133	76
C10-12	Food, Beverages & Tobacco	118	74	152	33	52	24	23	11
C17,18,22	Paper / Rubber / Plastic Products & Printing	40	41	37	20	40	s	s	s
C19-20	Petrochemical	29	18	s	s	11	s	s	s
C23	Non-metallic Mineral Products	19	32	19	12	14	s	12	s
C24-25,27-28	Metalworking ¹	135	301	88	147	158	45	54	36
C26	Electronic, Computer & Optical Products	56	26	s	14	24	s	16	s
C29-30 (excluding C301)	Transport Equipment (excluding shipbuilding and ship repairing)	21	14	s	s	s	s	s	s
C31	Furniture	11	27	45	12	s	s	s	s
C301,H52225,52252	Marine ²	54	74	14	30	39	s	s	25
F41-43	Construction	417	430	160	210	140	57	71	215
E36-38	Water Supply, Sewerage and Waste Management	29	32	s	13	12	s	s	s
G46-47	Wholesale and Retail Trade	256	91	81	55	34	51	39	36
G46	Wholesale Trade	129	54	29	22	27	27	17	18
G47	Retail Trade	127	37	52	33	s	24	22	18
H49-53	Transportation and Storage	320	214	30	81	116	85	54	39
H49	Land Transport	47	16	s	s	s	11	s	s
H50	Water Transport	s	s	-	-	s	s	s	s
H52	Warehousing & Support Activities for Transport	241	188	28	69	100	58	42	31

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, 2018 (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	Strike Against Objects	Falls from Heights	
I55-56	Accommodation and Food Services	298	59	326	69	30	60	71	10	
I55	Accommodation	79	20	56	20	15	22	27	s	
I56	Food & Beverage Services	219	39	270	49	15	38	44	s	
J58-63	Information and Communications	28	s	s	s	s	s	s	s	
J58-61	Telecommunications, Broadcasting & Publishing	12	s	-	s	s	-	-	s	
J62-63	IT & Other Information Services	16	s	s	-	-	s	s	s	
K64-66	Financial and Insurance Services	63	20	18	s	s	18	11	s	
L68	Real Estate Services	152	43	42	31	s	42	36	16	
M69-75	Professional Services	136	61	29	38	34	40	28	28	
M69-70	Legal, Accounting & Management Services	61	15	s	16	s	25	13	s	
M71	Architectural & Engineering Services	58	37	10	18	24	15	10	16	
N77-82	Administrative and Support Services	216	103	50	30	24	32	30	21	
N80	Security & Investigation	51	22	s	s	s	s	s	s	
N81	Cleaning & Landscaping	97	38	27	10	s	s	s	s	
O84-U99	Community, Social and Personal Services	501	178	65	77	57	198	83	33	
Q86,8701	Health Activities	142	63	13	23	15	111	26	s	
R90-93	Arts, Entertainment & Recreation	50	16	10	s	s	14	10	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, 2018

SSIC 2010	Industry	Total	Fatal	Number	
				Non-fatal	
				Major Injury	Minor Injury
TOTAL		12,810	41	596	12,173
C10-32 (excluding C301)	Manufacturing (excluding shipbuilding and ship repairing)	2,600	4	123	2,473
C10-12	Food, Beverages & Tobacco	527	1	29	497
C17,18,22	Paper / Rubber / Plastic Products & Printing	201	-	13	188
C19-20	Petrochemical	101	-	14	87
C23	Non-metallic Mineral Products	122	1	2	119
C24-25,27-28	Metalworking ¹	1,021	1	35	985
C26	Electronic, Computer & Optical Products	174	1	7	166
C29-30 (excluding C301)	Transport Equipment (excluding shipbuilding and ship repairing)	61	-	3	58
C31	Furniture	122	-	6	116
C301,H52225,52252	Marine ²	271	4	15	252
F41-43	Construction	1,794	14	124	1,656
E36-38	Water Supply, Sewerage and Waste Management	118	1	6	111
G46-47	Wholesale and Retail Trade	743	6	30	707
G46	Wholesale Trade	371	5	15	351
G47	Retail Trade	372	1	15	356

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, 2018 (continued)

SSIC 2010	Industry	Total	Fatal	Number	
				Non-fatal	
				Major Injury	Minor Injury
H49-53	Transportation and Storage	1,091	4	49	1,038
H49	Land Transport	128	2	6	120
H50	Water Transport	23	-	-	23
H52	Warehousing & Support Activities for Transport	850	2	36	812
I55-56	Accommodation and Food Services	1,196	-	37	1,159
I55	Accommodation	264	-	7	257
I56	Food & Beverage Services	932	-	30	902
J58-63	Information and Communications	55	1	2	52
J58-61	Telecommunications, Broadcasting & Publishing	25	1	2	22
J62-63	IT & Other Information Services	30	-	-	30
K64-66	Financial and Insurance Services	175	-	12	163
L68	Real Estate Services	421	4	15	402
M69-75	Professional Services	440	-	13	427
M69-70	Legal, Accounting & Management Services	173	-	2	171
M71	Architectural & Engineering Services	202	-	7	195
N77-82	Administrative and Support Services	607	2	25	580
N80	Security & Investigation	147	-	7	140
N81	Cleaning & Landscaping	218	1	7	210
O84-U99	Community, Social and Personal Services	1,398	-	59	1,339
Q86,8701	Health Activities	492	-	11	481
R90-93	Arts, Entertainment & Recreation	145	-	8	137

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, 2018

Incident Types	Total	Fatal	Number	
			Non-fatal	
			Major Injury	Minor Injury
TOTAL	12,810	41	596	12,173
Slips, Trips & Falls	3,617	7	203	3,407
Struck by Moving Objects	2,197	3	55	2,139
Cut / Stabbed by Objects	1,385	-	33	1,352
Struck by Falling Objects	1,070	2	46	1,022
Caught in or Between Objects	922	7	51	864
Over-exertion / Strenuous Movement	851	-	16	835
Strike Against Objects	677	-	8	669
Falls from Heights	659	8	71	580
Exposure to/ Contact with Extreme Temperatures	411	-	43	368
Work-related Traffic	301	2	25	274
Exposed to/ Contact with Hazardous Substances	160	-	4	156
Exposed to/ Contact with Biological Materials	157	-	-	157
Physical Assault	133	-	3	130
Fires and Explosion	49	-	13	36
Stepping on Objects	25	-	-	25
Others	196	12	25	159

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, 2018

Top Incident Agents	Total	Fatal	Number	
			Non-fatal	
			Major Injury	Minor Injury
TOTAL	12,810	41	596	12,173
Physical Workplace	2,038	15	105	1,918
Floor/Level Surfaces	1,851	5	84	1,762
Means of Access	1,169	3	96	1,070
Stairs or Steps	545	-	33	512
Ladders	492	1	46	445
Metal Items	1,280	1	37	1,242
Industrial Machines	1,022	1	72	949
Moving Vehicles	1,194	8	85	1,101
Furniture & Fittings	910	-	26	884
Industrial Hand Tools (Electrical & Non-electrical)	826	-	15	811
Human Factor	802	-	21	781
Knives and Needles	554	-	1	553
Goods/Cargo	598	2	16	580

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, 2008 – 2018

Type of Disease	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	855	468	432	839	987	887	992	935	732	799	563
Noise Induced Deafness	743	380	364	741	869	564	594	498	322	329	163
Early	741	375	358	730	855	544	580	476	301	303	148
Advanced	2	5	6	11	14	20	14	22	21	26	15
Occupational Skin Disease	66	56	43	52	57	56	54	89	47	78	48
Excessive Absorption of Chemicals	11	16	15	10	4	4	2	1	2	1	-
Chemical Poisoning	8	-	-	1	-	3	-	1	-	18	-
Compressed Air Illness	7	-	2	6	12	5	7	18	14	15	2
Barotrauma	5	1	1	2	10	7	8	7	12	10	5
Work-related Musculoskeletal Disorder	5	3	4	6	18	237	315	304	316	337	326
Occupational Lung Disease ¹	5	3	1	10	5	9	5	5	7	1	6
Others	5	9	2	11	12	2	7	12	12	10	13

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) 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, 2018

SSIC 2010	Industry	Total	Number								
			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	563	163	48	-	-	5	2	6	326	13
C10-32 (excluding C301)	Manufacturing (excluding shipbuilding and ship repairing)	169	86	11	-	-	-	-	4	66	2
C10-12	Food, Beverages & Tobacco	22	3	-	-	-	-	-	-	19	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	14	9	-	-	-	-	-	1	4	-
C19-20	Petrochemical	5	4	1	-	-	-	-	-	-	-
C23	Non-metallic Mineral Products	4	-	-	-	-	-	-	1	1	2
C24-25,27-28	Metalworking ²	75	49	5	-	-	-	-	1	20	-
C26	Electronic, Computer & Optical Products	6	3	-	-	-	-	-	-	3	-
C29-30 (excluding C301)	Transport Equipment (excluding shipbuilding and ship repairing)	20	15	2	-	-	-	-	-	3	-
C31	Furniture	4	-	-	-	-	-	-	-	4	-
C301,H52225, 52252	Marine ³	35	32	-	-	-	-	-	-	1	2
F41-43	Construction	55	22	3	-	-	2	2	-	24	2
E36-38	Water Supply, Sewerage and Waste Management	1	-	-	-	-	-	-	-	1	-
G46-47	Wholesale and Retail Trade	32	2	2	-	-	-	-	-	28	-
G46	Wholesale Trade	19	2	1	-	-	-	-	-	16	-
G47	Retail Trade	13	-	1	-	-	-	-	-	12	-

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, 2018 (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	Number	
										Work-related Musculo-skeletal Disorder	Others
H49-53	Transportation and Storage	55	11	3	-	-	1	-	-	40	-
H49	Land Transport	3	2	-	-	-	-	-	-	1	-
H50	Water Transport	-	-	-	-	-	-	-	-	-	-
H52	Warehousing & Support Activities for Transport	46	9	3	-	-	1	-	-	33	-
I55-56	Accommodation and Food Services	41	-	4	-	-	-	-	-	37	-
I55	Accommodation	14	-	2	-	-	-	-	-	12	-
I56	Food & Beverage Services	27	-	2	-	-	-	-	-	25	-
J58-63	Information and Communications	6	1	-	-	-	-	-	-	4	1
J58-61	Telecommunications, Broadcasting & Publishing	3	-	-	-	-	-	-	-	2	1
J62-63	IT & Other Information Services	3	1	-	-	-	-	-	-	2	-
K64-66	Financial and Insurance Services	5	-	2	-	-	-	-	-	3	-
L68	Real Estate Services	12	-	1	-	-	-	-	1	10	-
M69-75	Professional Services	21	2	1	-	-	-	-	-	17	1
M69-70	Legal, Accounting & Management Services	15	1	-	-	-	-	-	-	14	-
M71	Architectural & Engineering Services	5	1	1	-	-	-	-	-	2	1
N77-82	Administrative and Support Services	13	4	-	-	-	1	-	-	8	-
N80	Security & Investigation	3	-	-	-	-	-	-	-	3	-
N81	Cleaning & Landscaping	3	-	-	-	-	-	-	-	3	-
O84-U99	Community, Social and Personal Services	75	3	21	-	-	1	-	-	46	4
Q86,8701	Health Activities	45	-	15	-	-	1	-	-	28	1
R90-93	Arts, Entertainment & Recreation	6	-	-	-	-	-	-	-	5	1

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), 2016 – 2018

Work Injury Compensation		2016	2017	2018
Temporary Incapacity*	No. of Cases	10,746	10,354	10,170
	MC Wages (\$million)	8.71	8.80	9.48
Permanent Incapacity*	No. of Cases	4,807	4,513	4,304
	MC Wages (\$million)	13.39	14.15	12.41
	PI Compensation (\$million)	72.39	74.35	73.88
Fatal*	No. of Cases	126	149	111
	Death Compensation (\$million)	16.38	20.58	15.96
Total	No. of Cases	15,679	15,016	14,585
	MC Wages (\$million)	22.10	22.95	21.89
	PI/ Death Compensation (\$million)	88.77	94.93	89.84

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.



SOCIAL SECURITY

SOCIAL SECURITY

Source of Data

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

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

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 insurance premiums (namely the Dependants' Protection Scheme and Home Protection Scheme), or withdrawn for 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 retirement needs. From age 55, a Retirement Account is created for the CPF member. This account, comprising monies transferred from his Special and/or Ordinary Accounts, is used to provide monthly payments for the member during retirement.

G.1 CENTRAL PROVIDENT FUND CONTRIBUTION RATES, 1997 – 2019

Per Cent

Period	Contribution Rate			Credited Into		
	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 – 2019 (continued)

Per Cent

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 – 2019 (continued)

Period	Contribution Rate			Credited Into			Per Cent
	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	23.0	5.0	6.5	
Above 35 – 45 years	34.5	14.5	20.0	21.0	6.0	7.5	
Above 45 – 50 years	34.5	14.5	20.0	19.0	7.0	8.5	
Above 50 – 55 years	28.5	10.5	18.0	13.0	7.0	8.5	
Above 55 – 60 years	20.0	7.5	12.5	11.5	-	8.5	
Above 60 – 65 years	12.5	5.0	7.5	3.5	-	9.0	
Above 65 years	10.0	5.0	5.0	1.0	-	9.0	
From Sep 2010 to Feb 2011 ¹							
Up to 35 years	35.0	15.0	20.0	23.0	5.0	7.0	
Above 35 – 45 years	35.0	15.0	20.0	21.0	6.0	8.0	
Above 45 – 50 years	35.0	15.0	20.0	19.0	7.0	9.0	
Above 50 – 55 years	29.0	11.0	18.0	13.0	7.0	9.0	
Above 55 – 60 years	20.5	8.0	12.5	11.5	-	9.0	
Above 60 – 65 years	13.0	5.5	7.5	3.5	-	9.5	
Above 65 years	10.5	5.5	5.0	1.0	-	9.5	
From Mar 2011 to Aug 2011 ¹							
Up to 35 years	35.5	15.5	20.0	23.0	5.5	7.0	
Above 35 – 45 years	35.5	15.5	20.0	21.0	6.5	8.0	
Above 45 – 50 years	35.5	15.5	20.0	19.0	7.5	9.0	
Above 50 – 55 years	29.5	11.5	18.0	13.0	7.5	9.0	
Above 55 – 60 years	21.0	8.5	12.5	11.5	0.5	9.0	
Above 60 – 65 years	13.5	6.0	7.5	3.5	0.5	9.5	
Above 65 years	11.0	6.0	5.0	1.0	0.5	9.5	

Source : Central Provident Fund Board

¹ For total wages exceeding \$1,500 per month. The Ordinary Wage Ceiling is \$4,500.

G.1 CENTRAL PROVIDENT FUND CONTRIBUTION RATES, 1997 – 2019 (continued)

Period	Contribution Rate			Credited Into			Per Cent
	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	23.0	6.0	7.0	
Above 35 – 45 years	36.0	16.0	20.0	21.0	7.0	8.0	
Above 45 – 50 years	36.0	16.0	20.0	19.0	8.0	9.0	
Above 50 – 55 years	30.0	12.0	18.0	13.0	8.0	9.0	
Above 55 – 60 years	21.5	9.0	12.5	11.5	1.0	9.0	
Above 60 – 65 years	14.0	6.5	7.5	3.5	1.0	9.5	
Above 65 years	11.5	6.5	5.0	1.0	1.0	9.5	
From Sep 2012 to Dec 2013 ²							
Up to 35 years	36.0	16.0	20.0	23.0	6.0	7.0	
Above 35 – 45 years	36.0	16.0	20.0	21.0	7.0	8.0	
Above 45 – 50 years	36.0	16.0	20.0	19.0	8.0	9.0	
Above 50 – 55 years	32.5	14.0	18.5	13.5	9.5	9.5	
Above 55 – 60 years	23.5	10.5	13.0	12.0	2.0	9.5	
Above 60 – 65 years	14.5	7.0	7.5	3.5	1.5	9.5	
Above 65 years	11.5	6.5	5.0	1.0	1.0	9.5	

Source : Central Provident Fund Board

² For total wages exceeding \$1,500 per month. The Ordinary Wage Ceiling is \$5,000.

G.1 CENTRAL PROVIDENT FUND CONTRIBUTION RATES, 1997 – 2019 (continued)

Period	Contribution Rate			Credited Into			Per Cent
	Total	By Employer	By Employee	Ordinary Account	Special Account	MediSave Account	
From Jan 2014 to Dec 2014 ³							
Up to 35 years	36.0	16.0	20.0	23.0	6.0	7.0	
Above 35 – 45 years	36.0	16.0	20.0	21.0	7.0	8.0	
Above 45 – 50 years	36.0	16.0	20.0	19.0	8.0	9.0	
Above 50 – 55 years	32.5	14.0	18.5	13.5	9.5	9.5	
Above 55 – 60 years	23.5	10.5	13.0	12.0	2.0	9.5	
Above 60 – 65 years	14.5	7.0	7.5	3.5	1.5	9.5	
Above 65 years	11.5	6.5	5.0	1.0	1.0	9.5	
From Jan 2015 to Dec 2015 ³							
Up to 35 years	37.0	17.0	20.0	23.0	6.0	8.0	
Above 35 – 45 years	37.0	17.0	20.0	21.0	7.0	9.0	
Above 45 – 50 years	37.0	17.0	20.0	19.0	8.0	10.0	
Above 50 – 55 years	35.0	16.0	19.0	14.0	10.5	10.5	
Above 55 – 60 years	25.0	12.0	13.0	12.0	2.5	10.5	
Above 60 – 65 years	16.0	8.5	7.5	3.5	2.0	10.5	
Above 65 years	12.5	7.5	5.0	1.0	1.0	10.5	
From Jan 2016 onwards ⁴							
Up to 35 years	37.0	17.0	20.0	23.0	6.0	8.0	
Above 35 – 45 years	37.0	17.0	20.0	21.0	7.0	9.0	
Above 45 – 50 years	37.0	17.0	20.0	19.0	8.0	10.0	
Above 50 – 55 years	37.0	17.0	20.0	15.0	11.5	10.5	
Above 55 – 60 years	26.0	13.0	13.0	12.0	3.5	10.5	
Above 60 – 65 years	16.5	9.0	7.5	3.5	2.5	10.5	
Above 65 years	12.5	7.5	5.0	1.0	1.0	10.5	

Source : Central Provident Fund Board

³ For total wages of \$750 or more per month. The Ordinary Wage Ceiling is \$5,000.⁴ For total wages of \$750 or more per month. The Ordinary Wage Ceiling is \$6,000.

G.2 ACTIVE CENTRAL PROVIDENT FUND MEMBERS BY AGE, 2008 – 2018
(At Year-End)

Age (Year)	Thousands										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	1,610.1	1,644.6	1,700.4	1,735.4	1,788.8	1,854.3	1,951.0	1,959.3	1,974.3	1,990.4	2,014.4
Up to 20	40.5	38.9	43.9	42.5	45.7	49.3	56.8	49.7	45.0	43.2	43.5
> 20 – 25	110.3	109.7	115.5	118.6	122.4	122.1	129.4	120.1	115.7	112.2	107.4
> 25 – 30	207.8	211.7	209.3	202.2	199.8	208.2	217.6	221.0	228.4	232.0	228.1
> 30 – 35	222.8	227.5	231.1	229.4	232.2	233.9	235.7	233.5	226.9	223.9	233.4
> 35 – 40	222.4	229.3	232.0	234.3	233.2	232.4	236.6	237.5	235.8	237.9	238.6
> 40 – 45	209.0	208.0	210.6	214.0	220.9	228.7	237.4	236.7	237.2	233.4	231.0
> 45 – 50	198.0	201.8	206.9	210.4	212.6	214.6	217.2	215.4	216.4	220.1	225.4
> 50 – 55	168.1	174.2	182.7	188.1	194.4	201.1	209.9	210.6	211.2	208.8	207.4
> 55 – 60	116.1	122.3	132.0	142.6	153.9	165.3	178.3	182.9	185.4	187.1	189.3
Above 60	115.0	121.3	136.2	153.3	173.5	198.6	232.1	251.8	272.2	291.8	310.4

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, 2015 – 2018
(At Year-End)

		Thousands					
	Industry	2015			2016		
		Total	Males	Females	Total	Males	Females
	TOTAL	1,959.3	998.4	960.9	1,974.3	1,000.8	973.5
C10-32	Manufacturing	246.8	152.4	94.4	244.5	150.5	94.0
F41-43	Construction	113.2	76.2	37.0	111.8	74.7	37.1
G-U	Services						
G46-47	Wholesale & Retail Trade	298.1	142.9	155.2	293.0	139.2	153.8
H49-53	Transport & Storage	124.3	81.1	43.2	126.1	82.7	43.4
I55-56	Accommodation & Food Service Activities	129.3	57.5	71.7	133.0	59.0	73.9
J58-63	Information & Communications	75.0	42.7	32.2	78.5	44.6	34.0
K64-66	Financial & Insurance Activities	159.5	69.9	89.6	160.3	70.1	90.2
L68	Real Estate Activities	49.7	24.4	25.3	48.8	23.9	24.8
M69-75	Professional, Scientific & Technical Activities	162.4	80.3	82.1	163.7	80.1	83.6
N77-82	Administrative & Support Service Activities	177.8	98.3	79.5	179.7	100.1	79.6
O-U	Other Service Activities	407.2	161.7	245.5	417.6	164.4	253.2
A,B,D,E,V	Others ¹	16.0	10.9	5.1	17.3	11.5	5.8

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.

4) Before 2016, data are classified according to the SSIC 2010. From 2016 onwards, data are classified according to the SSIC 2015.

G.3 ACTIVE CENTRAL PROVIDENT FUND MEMBERS BY INDUSTRY AND SEX, 2015 – 2018 (continued)

(At Year-End)

Thousands

	Industry	2017			2018		
		Total	Males	Females	Total	Males	Females
	TOTAL	1,990.4	1,005.0	985.4	2,014.4	1,013.9	1,000.5
C10-32	Manufacturing	239.8	146.9	92.9	238.5	145.7	92.8
F41-43	Construction	105.6	70.5	35.1	103.8	69.3	34.5
G-U	Services						
G46-47	Wholesale & Retail Trade	295.8	139.6	156.2	295.8	139.3	156.4
H49-53	Transport & Storage	129.0	84.4	44.7	131.6	86.1	45.5
I55-56	Accommodation & Food Service Activities	134.5	59.5	75.0	137.2	60.7	76.4
J58-63	Information & Communications	82.1	46.6	35.5	85.2	48.6	36.6
K64-66	Financial & Insurance Activities	162.7	71.1	91.7	167.5	73.5	93.9
L68	Real Estate Activities	48.3	23.5	24.8	48.2	23.5	24.7
M69-75	Professional, Scientific & Technical Activities	164.9	80.4	84.5	169.1	82.0	87.0
N77-82	Administrative & Support Service Activities	185.3	104.2	81.1	188.3	105.2	83.1
O-U	Other Service Activities	424.9	166.7	258.2	431.8	168.3	263.6
A,B,D,E,V	Others ¹	17.5	11.6	5.9	17.5	11.5	6.0

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.

4) Before 2016, data are classified according to the SSIC 2010. From 2016 onwards, data are classified according to the SSIC 2015.



HIGHER EDUCATION AND SKILLS TRAINING

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 University of Technology and Design, Singapore Institute of Technology, Singapore University of Social Sciences, 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, SkillsFuture Singapore, Workforce Singapore and National Trade Union Congress.

About the Institutions

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

NUS has 17 faculties and schools, namely:

- Faculty of Arts and Social Sciences;
- NUS Business School;
- School of Computing;
- School of Continuing and Lifelong Education;
- 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 Medical School.

There is also a specialty institute known as the Institute of Systems Science offering higher degree courses and executive education programmes.

The **Nanyang Technological University** (NTU Singapore) was established in 1991 and has roots that go back to 1981 when its predecessor institution, Nanyang Technological Institute (NTI), was set up on the grounds of the former Nanyang University as a teaching university.

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 Science and 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 the 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
- School of Social Sciences
- Wee Kim Wee School of Communication and Information

Graduate College

Interdisciplinary Graduate School

Lee Kong Chian School of Medicine

Autonomous entities

- National Institute of Education (NIE);
- S Rajaratnam School of International Studies (RSIS);
- Earth Observatory of Singapore (EOS);
- Singapore Centre for Environmental Life Sciences Engineering (SCELSE);
- Wealth Management Institute (WMI);
- Chinese Heritage Centre (CHC).

The **Singapore Management University** (SMU) was incorporated in 2000.

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 and executive development and professional programmes. Through SMU Executive Development and the SMU Academy, SMU also provides customised corporate training and lifelong learning for individuals and organisations.

The **Singapore University of Technology and Design** (SUTD) was established in 2009.

SUTD offers degrees in four pillars:

- Architecture and sustainable design,
- Engineering product development,
- Engineering systems and design, and
- Information systems technology and design.

SUTD also offers Masters and PhD degree programmes. In addition, skill-based professional education and training courses are available at the SUTD Academy.

The **Singapore Institute of Technology** (SIT) was established in 2009.

SIT offers degree programmes targeted at growth sectors of the economy and spanning five clusters:

- Engineering
- Chemical Engineering and Food Technology
- Infocomm Technology
- Health and Social Sciences
- Design and Specialised Businesses

In AY2019, SIT offers a total of 42 degree programmes from across SIT and nine overseas universities, including DigiPen Institute of Technology, Massey University, Newcastle University, Technical University of Munich, The Culinary Institute of America, The Glasgow School of Art, Trinity College Dublin, University of Glasgow, and University of Liverpool.

The **Singapore University of Social Sciences** (SUSS) became an autonomous university in 2017.

SUSS offers more than 70 undergraduate and graduate programmes, available in full- and part-time study modes, to both fresh school leavers and adult learners. It also offers continuing education and training modular courses.

SUSS' programmes and courses are made available through its five schools:

- School of Business
- School of Humanities and Behavioural Sciences
- School of Law
- School of Science and Technology
- S R Nathan School of Human Development.

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

- SIM Global Education
- SIM International Academy
- Singapore (Cambodia) International Academy
- SIM Professional Development
- Platform E.

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

In 2018, SP offered 45 full-time courses that lead to diploma qualifications in various fields.

SP is organised into 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 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.

NP offers full-time diplomas in Arts, Design & Media, Built Environment, Business, Engineering, Health Sciences, Humanities & Social Sciences, Information & Digital Technologies and Sciences. NP also offers part-time Continuing Education and Training (CET) course for adult learners.

The **Temasek Polytechnic** (TP) was established in 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 37 diploma courses and 39 Polytechnic Foundation Programme courses in 2019. TP also conducts part-time courses for working adults.

The **Nanyang Polytechnic** (NYP), established as an institution of higher learning in 1992, has seven academic schools that offer a wide range of full-time diploma courses. NYP also has continuing education (CET) options for lifelong learning, ranging from specialist and advanced diplomas, to SkillsFuture modules and course.

NYP's Asian Culinary Institute and the Singapore Institute of Retail Studies are CET institutes set up in partnership with SkillsFuture Singapore (SSG) to champion and transform Singapore's F&B and retail sectors respectively. A third NYP CET institute - the National Centre of Excellence for Workplace Learning, - spearheads the development of progressive workplace learning strategies and programmes for companies in Singapore.

The **Republic Polytechnic** (RP) was established in 2002 as the fifth polytechnic in Singapore. RP has seven schools and one academic centre offering 39 full-time diplomas in Applied Science, Engineering, Management and Communication, Hospitality, Infocomm, Sports, Health & Leisure, and Technology for the Arts. RP Academy for Continuing Education offers lifelong learning programmes to provide adult learners with skills upgrading opportunities.

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

ITE offers full-time and traineeship programmes to secondary school graduates, 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 graduates with the GCE 'O' and 'N' Level qualifications in Applied & Health Sciences, Business & Services, Design & Media, Engineering, Hospitality and Electronics & Info-communications Technology. Upon completion of the courses, students are awarded a Higher National ITE Certificate (*Higher Nitec*) or 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 graduates 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 CET programmes from *Nitec*, *Higher Nitec*, *Specialist Nitec* to ITE Skills Certificate (ISC) courses, to upgrade their skills. These programmes are offered in modules, giving adult 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.

In April 2018, ITE launched four Work-Learn Technical Diploma (WLTD), namely in Marine & Offshore Engineering, Mechanical & Electrical Services Supervision, Rehabilitation Care and Security Systems Engineering. The WLTD is an apprenticeship-based training programme delivered in partnership with employers to give *Nitec* and *Higher Nitec*

graduates a head-start in careers related to their discipline of study. The training comprises of Off-JT at ITE and OJT at the companies.

The **SkillsFuture Singapore** (SSG) is a statutory board under the Ministry of Education (MOE) that drives and coordinates the implementation of the national SkillsFuture movement, promotes lifelong learning through the pursuit of skills mastery, and strengthens the ecosystem of quality education and training in Singapore.

Together with educational institutions and training partners, SSG brings to students and working adults access to industry-relevant training throughout life. SSG synergises continuing education and training (CET) and pre-employment training (PET) so that skills requirements will continue to meet the demands of different sectors of the economy. SSG also regulates the local Private Education industry, provides student services, consumer education, and facilitates capability development efforts to uplift standards in this industry via the Committee for Private Education.

The **Workforce Singapore** (WSG) is a statutory board under the Ministry of Manpower. It strives to minimise mismatches and maximise matching between jobs and skills, workers and businesses by working with individuals, businesses and partners such that innovation-driven growth of our economy can also provide inclusive growth for our people.

WSG works with individuals to help them find jobs, build careers at all life stages and manage career transitions throughout their lives. WSG also promotes the inclusiveness of all levels of our workforce.

WSG supports businesses to adopt new business models, be more manpower lean and create progressive workplaces, so that businesses can create quality jobs to attract and build a stronger Singaporean core.

The Professional Conversion Programmes (PCPs), which are administered by WSG under the Adapt and Grow Initiative, were introduced in 2007 to help professionals, managers, executives and technicians (PMETs) convert and upgrade their skills and make career switches to jobs in growth areas.

The **Employment and Employability Institute** (e2i) creates solutions for better employment and employability. An initiative of the National Trades Union Congress (NTUC), e2i assists Singapore workers through Career Coaching, Training and Job Matching initiatives, impacting more than 710,000 workers since 2008.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018

Institution/Research Institute/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
National University of Singapore	9,116	9,194	9,442	10,056	10,211	10,764	10,748	10,765	10,919	11,153	11,514
Faculty of Arts and Social Sciences ¹	1,693	1,689	1,701	1,895	1,762	1,724	1,761	1,648	1,812	1,878	1,959
School of Business	805	806	940	924	891	982	956	963	1,023	992	1,095
School of Computing ²	643	814	806	754	747	718	795	855	884	927	993
Faculty of Dentistry	53	62	66	62	56	76	73	75	79	78	83
School of Design and Environment	682	585	540	675	701	726	740	813	741	732	786
Duke-NUS Graduate Medical School Singapore	*	*	*	24	38	45	51	59	55	66	82
Faculty of Engineering ³	2,312	2,321	2,387	2,568	2,624	2,710	2,623	2,608	2,510	2,621	2,520
Bioengineering	57	63	73	70	71	77	11	96	91	89	90
Civil	118	90	85	75	95	81	100	125	100	126	132
Chemical	285	317	301	310	313	366	341	361	267	314	314
Computer ⁴	96	76	84	91	76	10	*	*	*	*	*
Electrical	392	422	392	325	293	286	247	255	243	213	212
Electronics	68	76	92	108	106	75	59	85	86	83	62
Engineering Science	*	33	35	42	58	45	38	35	41	21	21
Environmental	41	30	36	65	65	73	67	64	72	88	72
Industrial and Systems Engineering ⁵	54	64	75	89	110	118	125	158	157	184	156

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 exclude graduates of B.Eng.(Computer Engineering) from the Multi Disciplinary Programme which is co-hosted by the Faculty of Engineering and School of Computing. Graduates of B.Eng.(Computer Engineering) from the Multi Disciplinary Programme will be listed under Joint Multi-Disciplinary Programme separately.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 6).

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, 2008 – 2018 (continued)

Institution/Research Institute/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Mechanical	388	404	344	476	410	464	467	440	345	427	431
Manufacturing	9	3	5	1	1	1	*	*	*	*	*
Materials Science and Engineering	30	43	58	55	57	70	66	66	61	59	60
Faculty of Law	437	480	394	379	428	396	363	352	362	336	369
Joint Multi-Disciplinary Programmes	*	*	*	*	8	119	142	119	108	99	86
Yong Loo Lin School of Medicine	679	574	751	745	866	952	942	986	1,003	1,097	1,054
Yong Siew Toh Conservatory of Music	49	27	40	48	42	49	66	53	57	50	58
Faculty of Science ⁶	1,478	1,531	1,524	1,622	1,653	1,773	1,814	1,836	1,908	1,787	1,913
Applied Science	106	92	90	87	66	70	56	56	41	32	*
Science	975	1,037	988	953	984	1,081	1,022	969	1,039	1,004	1,114
Pharmacy	87	98	118	107	123	138	151	150	165	198	183
Yale-NUS College	*	*	*	*	*	*	*	*	*	120	150
Lee Kuan Yew School of Public Policy	126	171	191	253	250	263	218	199	204	223	202
NUS Graduate School for Integrative Sciences and Engineering	29	43	18	26	50	115	113	107	89	80	91
Singapore-MIT Alliance	37	46	49	43	21	24	10	22	3	*	*
Temasek Defence Systems Institute	79	31	25	29	28	35	22	23	24	27	22
The Logistics Institute-Asia Pacific	14	14	10	9	17	20	17	14	4	*	*
Saw Swee Hock School of Public Health	*	*	*	*	29	37	42	33	53	40	51

Source : National University of Singapore

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

⁶ 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 6).

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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Nanyang Technological University	6,993	7,470	7,882	8,138	8,255	8,821	8,467	8,073	8,434	8,960	8,801
Accountancy	649	694	624	505	514	538	527	528	481	543	466
Accountancy & Business	*	*	*	*	114	110	157	105	144	162	165
Art, Design & Media	*	92	143	140	152	166	148	171	174	184	164
Arts (Education)	141	216	215	255	399	322	324	239	237	152	165
Biomedical Sciences	*	3	72	73	73	32	55	21	32	32	25
Biological Sciences	177	202	197	229	294	331	291	268	282	266	271
Business	506	495	476	405	331	468	433	448	529	496	495
Business and Computing Engineering	*	*	*	*	*	*	*	6	3	5	4
Business and Computing	*	*	19	16	21	17	29	26	21	20	17
Chemistry and Biological Chemistry	1	102	235	323	283	290	202	219	203	281	252
Chinese	2	66	88	103	101	121	141	112	117	90	91
Communication Studies	164	164	177	174	170	162	158	172	188	176	188
Economics	53	79	91	127	82	160	152	129	119	131	111
Education	*	*	*	*	28	24	17	15	14	9	-
Environmental Earth Systems Science	*	*	*	*	*	*	*	*	*	*	24
Engineering	3,128	2,694	2,679	2,672	2,566	2,762	2,684	2,469	2,552	2,564	2,543
Aerospace Engineering	*	83	59	142	88	93	78	69	84	99	121
Aerospace Engineering and Economics	*	*	*	*	*	2	4	4	1	2	1
Bioengineering	91	106	64	99	61	103	129	104	100	88	92
Chemical and Biomolecular Engineering	153	188	180	240	157	195	165	218	168	192	213
Chemical and Biomolecular Engineering and Economics	*	*	*	*	*	3	-	3	-	2	2
Civil Engineering	183	159	134	122	125	132	145	130	151	162	162
Civil Engineering and Economics	*	*	*	*	*	*	*	*	*	1	-
Computer Engineering	337	260	244	164	153	136	161	76	79	56	69
Computer Engineering and Economics	*	*	*	*	*	*	*	*	*	*	2
Computer Science	100	98	101	115	193	199	337	261	263	144	271

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, 2008 – 2018 (continued)

Institution/Research Institute/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Electrical and Electronic Engineering	1,006	793	867	711	707	712	682	663	701	659	557
Electrical and Electronic Engineering and Economics	*	*	*	*	1	1	4	-	1	-	-
Environmental Engineering	104	115	92	96	91	118	66	57	44	48	49
Environmental Engineering and Economics	*	*	*	*	*	1	-	2	-	-	2
Information Engineering & Media	*	*	*	43	53	74	74	74	76	79	93
Information Engineering & Media and Economics	*	*	*	*	*	2	2	1	-	1	-
Maritime Studies	57	49	64	74	62	66	60	56	65	91	82
Materials Engineering	289	275	255	247	261	267	251	244	221	217	233
Materials Engineering and Economics	*	*	*	*	*	2	-	-	3	1	-
Mechanical Engineering	808	568	619	619	614	650	525	505	559	667	552
Mechanical Engineering and Economics	*	*	*	*	*	6	1	2	3	2	-
Renaissance Engineering	*	*	*	*	*	*	*	*	33	53	42
English	1	47	62	182	94	91	78	80	77	99	75
History	*	*	*	*	*	*	*	1	61	75	56
Linguistics & Multilingual Studies	*	*	*	1	49	65	63	60	66	61	68
Mathematics & Economics	*	*	32	83	99	125	103	110	98	91	77
Mathematical Sciences	4	50	87	118	135	130	108	134	101	194	159
Medicine	*	*	*	*	*	*	*	*	*	*	52
Philosophy	*	*	*	*	*	*	*	*	*	1	38
Physics and Applied Physics	2	20	30	51	57	57	62	91	100	95	131
Psychology	*	68	85	91	77	124	75	114	101	176	124
Public Policy & Global Affairs	*	*	*	*	*	*	*	*	3	71	44
Science (Education)	84	132	114	151	215	243	142	125	106	42	54
Sociology	*	38	76	87	62	190	78	93	94	143	129
Sport Science & Management	*	*	*	*	*	34	52	63	77	88	75

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, 2008 – 2018 (continued)

Institution/Research Institute/Course											Number
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Master of Applied Science	-	1	1	-	1	1	-	-	-	-	-
Master of Arts	32	31	34	33	47	41	45	40	45	79	69
Master of Business	4	1	-	-	-	2	-	-	-	-	-
Master of Business Administration	208	215	268	271	260	187	207	194	166	219	196
Master of Communication Studies	-	7	3	8	3	4	4	6	4	1	6
Master of Engineering	79	96	85	57	42	47	39	52	57	47	36
Master of Management in Hospitality	17	22	28	21	25	20	-	-	-	-	-
Master of Mass Communication	38	50	42	35	48	38	51	56	67	58	43
Master of Public Administration	53	82	85	68	77	12	16	23	9	25	40
Master of Science	1,297	1,534	1,592	1,545	1,369	1,367	1,458	1,345	1,515	1,641	1,691
PhD	273	224	213	282	446	518	548	546	591	643	657
Graduate Diploma	80	45	29	32	21	22	20	12	-	-	-

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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
National Institute of Education	2,585	2,727	2,933	2,954	2,791	2,858	2,391	2,402	2,256	2,151	1,861
Doctor of Philosophy	8	19	15	20	22	29	23	27	26	24	33
Doctor in Education	*	*	*	*	*	2	1	2	4	8	9
Master of Arts	123	110	152	137	139	145	147	155	171	197	205
Master in Educational Administration	42	29	61	106	22	58	51	43	32	78	73
Master of Education	219	359	414	394	361	410	381	242	347	311	330
Master of Science	39	66	79	75	66	78	53	83	64	52	48
Master of Teaching	*	*	*	*	*	*	9	5	7	2	5
Postgraduate Diploma in Education	1,259	1,189	1,461	1,417	1,299	1,347	856	907	798	702	370
Diploma in Art Education	47	35	43	35	36	40	57	34	41	10	27
Diploma in Education	369	491	378	377	341	257	197	212	65	41	46
Diploma in Home Economics Education	19	18	16	25	18	18	21	20	24	8	3
Diploma in Music Education	12	14	11	13	10	6	35	12	12	10	4
Diploma in Physical Education	36	37	24	28	19	25	20	21	19	15	29
Diploma in Special Education	83	70	96	120	90	78	113	95	75	95	135
Leaders in Education Programme	39	40	43	40	29	26	35	35	27	22	25
Management and Leadership in Schools	290	250	140	167	339	339	392	347	379	399	372
Teacher-Leaders Programme 1	*	*	*	*	*	*	*	141	131	128	125
Teacher-Leaders Programme 2	*	*	*	*	*	*	*	21	34	49	22

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

Source : National Institute of Education

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Singapore Management University	1,197	1,382	1,545	1,812	1,954	2,154	2,176	2,403	2,655	2,846	2,966
Bachelor of Accountancy	182	202	190	226	269	265	251	247	279	265	292
Bachelor of Business Management	561	537	578	668	655	678	647	681	704	724	725
Bachelor of Science (Economics)	122	134	171	199	197	211	205	186	248	237	234
Bachelor of Science (Information Systems)	136	142	154	187	240	240	260	265	254	235	267
Bachelor of Social Science	62	95	113	118	130	134	120	133	205	173	208
Bachelor of Laws	*	*	*	106	112	131	119	127	114	145	161
Doctor of Business Administration	*	*	*	*	*	*	*	*	*	*	1
Doctor of Innovation	*	*	*	*	*	*	*	*	*	*	1
Doctor of Philosophy in Information Systems	*	*	*	1	3	4	11	6	5	13	17
Doctor of Philosophy in Economics	*	*	*	*	1	2	2	3	3	3	11
Doctor of Philosophy in Business (Finance)	*	*	*	*	*	2	1	3	3	5	5
Doctor of Philosophy in Psychology	*	*	*	*	*	*	*	3	*	6	3
Doctor of Philosophy in Business (General Management)	*	*	*	*	*	*	*	1	5	10	7
Doctor of Philosophy in Business (Marketing)	*	*	*	*	*	*	*	*	*	*	2
Doctor of Philosophy in Business (Organisational Behaviour and Human Resources)	*	*	*	*	*	*	*	*	*	3	*
Master of Applied Information Systems	*	*	*	*	*	1	6	6	4	8	8
Master of Professional Accounting	23	36	33	25	31	18	14	33	20	62	64
Master of Science in CFO Leadership	*	*	*	*	*	*	6	5	4	23	4
Master of Science in Applied Economics	2	1	18	16	20	28	23	24	19	17	*
Master of Science in Applied Finance	50	158	135	86	84	97	*	122	142	187	182
Master of Science in Economics	-	11	8	6	3	1	*	*	*	*	28
Master of Science in Finance	7	13	4	12	5	*	116	*	*	*	*
Master of Science in Financial Economics	*	*	*	*	*	*	28	43	40	33	38

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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Master of Science in Quantitative Finance	*	*	*	*	*	*	29	23	13	81	56
Master of Science in Wealth Management	52	50	36	36	50	44	37	35	44	47	45
Master of Science in Management	*	3	3	5	8	1	*	40	105	121	117
Master of Science in Communication Management	*	*	*	*	*	31	23	25	41	37	43
Master of Science in Innovation	*	*	*	*	*	43	28	33	37	41	*
Master of Business Administration	*	*	45	45	39	58	93	91	95	171	164
Master of Business (General Management)	*	*	*	*	*	*	*	*	1	*	*
Master in Business (Organisational Behaviour and Human Resources)	*	*	*	*	*	*	*	*	*	1	*
Master of Human Capital Leadership	*	*	*	*	*	*	*	*	*	*	24
Master of Information Technology in Business	*	*	26	25	32	59	49	112	137	101	183
Master of Science in Operations Management	*	*	4	9	6	*	*	*	*	*	*
Master of Science in Information Systems	*	*	*	2	1	4	2	1	*	2	*
Executive MBA	*	*	*	*	29	37	34	31	28	*	*
IE-SMU MBA	*	*	*	*	*	*	*	27	*	*	*
Juris Doctor	*	*	*	18	15	23	30	27	39	36	28
Master of Laws in Commercial Law	*	*	*	*	*	4	14	14	*	*	3
Master of Laws in Dispute Resolution	*	*	*	*	*	4	*	*	*	*	*
Master of Laws in Islamic Law & Finance	*	*	*	*	*	4	4	5	*	*	*
Master of Laws in Cross-Border Business and Finance Law in Asia	*	*	*	*	*	*	*	*	11	13	*
Master of Laws in Judicial Studies	*	*	*	*	*	*	*	*	*	*	6
Master of Science in Psychology	*	*	*	*	*	*	*	*	*	1	*
Master of Tri-Sector Collaboration	*	*	*	*	*	*	*	23	28	18	14
Graduate Diploma in Healthcare Management	*	*	27	22	24	25	21	20	26	25	25
Graduate Diploma in Public Relations	*	*	*	*	*	5	3	8	1	2	*

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, 2008 – 2018 (continued)

Institution/Course	Number			
	2015	2016	2017	2018
Singapore University of Technology and Design	298	308	316	386
Bachelor of Engineering (Engineering Product Development)	86	94	93	118
Bachelor of Engineering (Engineering Systems and Design)	88	45	63	41
Bachelor of Engineering (Information Systems Technology and Design)	48	45	49	93
Bachelor of Science (Architecture and Sustainable Design)	76	62	62	82
Master of Architecture	-	62	49	52

Source : Singapore University of Technology and Design

* 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, 2008 – 2018 (continued)

Institution/Course	Number			
	2015	2016	2017	2018
Singapore Institute of Technology	1,374	1,285	1,494	1,744[^]
Bachelor of Arts in Game Design	9	34	12	20
Bachelor in Science (Diagnostic Radiography)	27	20	25	27
Bachelor in Science (Occupational Therapy)	27	30	40	40
Bachelor in Science (Physiotherapy)	75	57	74	79
Bachelor in Science (Radiation Therapy)	7	4	-	9
Bachelor of Arts with Honours in Communication Design	67	71	68	65
Bachelor of Arts with Honours in Interior Design	44	46	47	47
Bachelor of Engineering with Honours in Aeronautical Engineering	56	67	44	61
Bachelor of Engineering with Honours in Aerospace Systems	37	54	54	48
Bachelor of Engineering with Honours in Chemical Engineering	87	83	84	76
Bachelor of Engineering with Honours in Electrical Power Engineering	61	62	73	68
Bachelor of Engineering with Honours in Marine Engineering	28	23	31	42
Bachelor of Engineering with Honours in Mechanical Design & Manufacturing Engineering	53	70	72	74
Bachelor of Engineering with Honours in Mechanical Design Engineering	51	69	68	62
Bachelor of Engineering with Honours in Mechatronics	87	92	84	74
Bachelor of Engineering with Honours in Naval Architecture	35	26	29	18
Bachelor of Engineering with Honours in Offshore Engineering	22	23	16	15
Bachelor of Fine Arts in Digital Arts & Animation	36	17	32	40
Bachelor of Professional Studies in Culinary Arts Management	37	37	37	-

Source : Singapore Institute of Technology

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

[^] Number will be finalised by end July 2019.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Course	Number			
	2015	2016	2017	2018
Bachelor of Science (Major in Hospitality Management)	186	-	-	-
Bachelor of Science in Chemical Engineering	36	40	67	60
Bachelor of Science in Computer Science & Game Design	15	17	15	28
Bachelor of Science in Computer Science in Real-Time Interactive Simulation	25	21	33	46
Bachelor of Science in Early Childhood Education	37	63	66	64
Bachelor of Science in Electrical Engineering & Information Technology	38	29	13	38
Bachelor of Science with Honours in Computing Science	53	53	76	81
Bachelor of Science with Honours in Food & Human Nutrition	48	51	53	59
Bachelor of Science with Honours in Nursing Practice	90	73	71	-
Bachelor of Arts with Honours in Criminology and Security	*	38	72	83
Bachelor with Honours in Accountancy	*	15	119	106
Bachelor with Honours in Hospitality Business	*	*	19	90
Bachelor of Engineering with Honours in Sustainable Infrastructure Engineering (Land)	*	*	*	67
Bachelor of Engineering with Honours in Information & Communications Technology (Software Engineering)	*	*	*	55
Bachelor of Engineering with Honours in Information & Communications Technology (Information Security)	*	*	*	10
Bachelor of Business Administration in Food Business Management	*	*	*	40
Bachelor of Science with Honours in Nursing	*	*	*	52

Source : Singapore Institute of Technology

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

^ Number will be finalised by end July 2019.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Course/Level											Number
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Singapore University of Social Sciences											
By Course	855	1,163	1,463	1,705	1,867	2,028	2,197	2,301	2,214	2,189	2,331
Accountancy	*	*	*	*	*	*	18	25	26	34	138
Aerospace	*	*	*	*	23	28	50	52	56	37	45
Applied Linguistics	*	*	*	*	*	*	*	*	*	6	10
Biomedical Engineering	19	22	36	43	23	36	30	31	35	54	44
Building and Project Management	*	*	*	*	*	*	1	31	50	62	79
Business	122	196	258	262	264	241	223	230	209	228	197
Business Administration	*	*	*	*	*	*	*	*	*	5	8
Business Analytics	*	*	*	36	40	44	52	43	35	20	19
Chinese Language	*	*	*	33	83	87	72	84	65	40	46
Communication Studies	22	35	35	49	48	63	72	63	73	80	94
Community Leadership & Social Development	*	*	*	*	*	*	22	20	26	19	11
Computer Science/IT	244	228	196	201	123	138	113	107	87	95	80
Counselling	*	*	37	78	80	94	80	84	85	60	56
Early Childhood Education	*	*	*	*	*	12	61	107	103	96	116
Education	*	*	*	*	*	*	*	*	*	7	37
Electronics	20	81	131	106	137	98	65	63	66	64	51
English	135	175	217	167	159	144	154	137	132	107	94
Environmental Science	*	*	8	6	12	*	*	*	*	*	*
Facilities and Events Management	*	*	*	*	*	14	62	117	82	87	69
Finance	32	65	102	96	106	126	89	86	78	81	96
General Studies	*	*	*	4	7	10	14	11	19	22	23
Gerontology	*	*	*	*	3	17	37	29	29	28	35

Source : Singapore University of Social Sciences

* 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, 2008 – 2018 (continued)

Course/Level	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Human Capital Management	*	*	*	*	*	15	11	10	20	10	11
Human Factors	*	*	*	*	13	17	32	40	35	46	52
Human Resource Management	*	*	*	9	59	76	85	68	66	67	77
Logistics & Supply Chain	*	*	*	*	25	70	109	148	117	81	84
Malay Language	*	*	*	*	21	60	40	34	39	28	10
Marketing	36	45	58	80	101	88	95	104	85	86	113
Mathematics	89	95	89	83	57	70	88	46	28	51	30
Multimedia Technology & Design	24	49	35	49	50	58	56	58	37	68	38
Non-Profit Management	*	*	*	*	*	*	*	*	*	1	9
Open Source Management	*	*	3	*	*	*	*	*	*	*	*
Psychology	112	139	172	114	113	129	137	147	126	123	138
Securities Studies	*	*	*	44	40	36	47	56	75	55	49
Social Work	*	*	38	111	133	136	178	153	205	208	242
Sociology	*	*	*	19	27	25	32	33	47	42	50
Tamil Language	*	24	46	40	29	26	19	28	26	23	24
Taxation	*	*	2	10	8	6	5	8	9	10	7
Technology Entrepreneurship	*	9	-	12	*	*	*	*	*	*	*
Translation & Interpretation	*	*	*	51	53	42	25	29	26	31	17
Urban Transport Management	*	*	*	*	18	7	7	-	-	7	3
Visual Communication	*	*	*	2	12	15	16	19	17	20	29
By Level	855	1,163	1,463	1,705	1,867	2,028	2,197	2,301	2,214	2,189	2,331
Graduate Diploma & Master	*	9	28	73	116	135	205	165	232	179	206
Bachelor	855	1,154	1,435	1,632	1,751	1,893	1,992	2,136	1,982	2,010	2,125

Source : Singapore University of Social Sciences

* 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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Singapore Institute of Management	6,051	6,229	6,910	7,109	6,932	7,247	8,838	8,835	8,420	8,220	8,081
Accountancy	525	532	781	908	874	1,108	1,277	1,443	1,430	1,498	1,355
Administration & Management	2,461	2,669	3,037	2,896	2,753	3,126	3,970	3,754	3,863	3,566	3,710
Banking, Insurance & Financial Services	500	607	692	744	663	819	826	686	467	476	425
Behavioural Science	*	*	44	118	160	216	227	345	325	397	318
Building Science & Management	82	119	154	129	66	47	85	71	64	49	64
Business & Administration Not Elsewhere Classified	*	*	*	*	*	*	*	*	23	20	26
Design & Applied Arts	33	43	48	60	82	50	62	45	49	52	46
Economics	621	760	834	843	872	707	926	787	718	664	572
Health Sciences Nec	1	*	*	*	*	*	*	*	*	*	*
Hospitality Services	*	22	*	*	58	*	*	*	*	*	*
Humanities & Social Sciences Not Elsewhere Classified	*	*	*	*	*	*	*	197	197	238	268
Information Technology	473	431	346	418	384	309	220	376	316	270	299
Language & Cultural Studies	810	418	309	218	267	171	132	188	*	*	*
Mass Communication	170	206	239	246	510	252	198	131	165	208	222
Mathematics & Statistics	*	*	*	*	*	46	59	37	28	34	36
Nursing & Health Care	83	174	88	94	111	120	80	88	80	72	116
Sales & Marketing	262	246	338	435	132	276	776	687	695	628	542
Sports & Recreation Services	*	*	*	*	*	*	*	*	*	23	47
Teacher Training	30	2	*	*	*	*	*	*	*	*	*
Transport Services	*	*	*	*	*	*	*	*	*	25	35

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) Data pertain to graduates from SIM Global Education.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Level	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Singapore Institute of Management	6,051	6,229	6,910	7,109	6,932	7,247	8,838	8,835	8,420	8,220	8,081
Doctoral	-	1	1	-	*	*	*	*	*	*	*
Masters	67	131	77	103	73	49	104	146	112	149	193
Bachelor	3,916	4,211	5,201	5,447	5,055	5,607	7,144	6,973	6,811	6,496	5,975
Graduate Diploma	*	*	9	7	10	27	24	33	46	43	59
Graduate Certificate	*	*	*	*	*	*	*	1	4	4	1
Diploma	1,130	1,346	1,183	1,167	1,311	1,153	1,223	1,281	1,140	1,157	1,255
Certificate	938	540	439	385	483	411	343	401	289	371	598
Professional Short Courses	*	*	*	*	*	*	*	*	18	*	*

Source : Singapore Institute of Management

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

Note :

Data pertain to graduates from SIM Global Education.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Singapore Polytechnic	4,896	5,012	5,397	6,024	5,900	5,899	5,363	5,192	5,081	4,926	4,380
Accountancy/Banking and Financial Services	314	314	316	463	464	432	439	451	443	439	396
Architecture and Building ¹	329	333	375	439	452	464	469	479	471	454	368
Biotechnology/Life Science	175	214	208	240	260	272	182	173	173	165	149
Business	409	503	504	643	656	688	658	685	662	640	535
Chemical Process Technology	424	417	401	465	466	451	445	405	456	438	366
Computer Studies	611	635	660	673	585	663	567	593	557	584	503
Humanities	*	*	66	142	203	202	178	99	100	97	81
Engineering ²	2,364	2,376	2,564	2,607	2,450	2,369	2,114	1,997	1,935	1,818	1,755
Aeronautical Engineering	185	203	227	218	206	225	244	240	232	233	241
Aerospace Electronics	148	157	163	142	149	158	153	171	147	152	160
Bioelectronics	77	69	29	40	28	1	*	*	*	*	*
Bioengineering	*	35	43	32	43	43	49	59	50	50	48
Civil and Structural Engineering/ Civil Engineering & Management/ Civil Engineering with Business	143	132	134	131	124	115	119	114	129	103	127
Clean Energy	*	*	*	108	106	94	89	87	74	7	2
Computer and Network Technology/Computer Engineering	159	165	199	162	167	168	162	135	177	196	142

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 (includes full-time & part-time from SP but excludes graduates from PACE).

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Electrical Engineering	102	67	-	1	*	*	*	*	*	*	*
Electrical & Electronic Engineering	222	288	429	423	471	486	493	482	473	393	398
Electronics, Computer and Communication Engineering/ Electronics & Communication Engineering	346	282	253	128	24	2	1	*	*	*	*
Engineering with Business	*	*	*	*	72	72	89	80	74	74	76
Engineering Systems	*	*	*	*	*	*	*	*	30	25	36
Energy Systems and Management	*	*	*	*	*	*	*	*	*	70	83
Environmental Management & Water Technology	*	*	41	41	40	37	48	48	40	38	-
Experience & Product Design	*	*	35	41	38	34	29	43	36	31	32
Info-communication Engineering & Design/Information Communication Technology	134	141	139	151	104	116	90	81	9	3	-
Marine Engineering	115	105	131	123	117	112	114	103	110	103	73
Mechanical Engineering	337	282	314	267	268	295	322	272	272	259	254
Mechatronics/Mechatronics and Robotics	125	142	116	119	90	100	81	81	82	81	83
Resort Facilities Services & Management	*	*	*	62	72	1	*	*	*	*	*
Nautical Studies/ Maritime Transportation/ Maritime Business	179	164	217	254	275	276	243	229	214	220	159
Optometry / Contact Lens Practice	91	56	86	98	89	82	68	81	70	71	68

Source : Singapore Polytechnic

* 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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Ngee Ann Polytechnic	4,504	4,582	4,534	4,857	4,955	4,983	5,170	5,182	5,259	4,886	4,688
Accountancy	298	309	286	338	337	347	357	382	380	346	302
Advertising & Public Relations	*	*	*	*	37	32	39	36	37	39	31
Animation & 3D Arts	*	*	*	*	*	*	23	30	39	30	32
Arts Business Management	*	*	*	*	*	44	45	46	49	42	41
Banking and Financial Services	119	138	117	147	132	136	141	139	125	141	121
Biomedical Lab Technology	19	17	25	20	11	16	19	*	*	*	*
Biomedical Science	89	83	80	84	95	76	84	100	104	101	93
Biotechnology	132	16	1	*	*	*	*	*	*	*	*
Building	282	272	213	231	252	186	181	192	177	181	176
Business Information Technology	136	108	102	87	84	94	114	120	133	112	92
Business & Social Enterprise	*	*	*	42	41	43	44	52	49	48	42
Business Studies	422	375	395	420	378	368	405	402	391	396	329
Chemical and Biomolecular Engineering ¹	120	117	111	110	109	115	112	104	118	100	117
Chemical Engineering ¹	10	*	*	*	*	*	*	*	*	*	*
Child Psychology & Early Education	*	*	*	*	80	73	78	88	87	92	90
Chinese Media & Communication	*	*	*	*	48	45	45	51	51	40	41
Chinese Studies	75	75	68	82	40	33	41	36	35	37	39
Clean Energy Management	*	*	*	*	40	38	34	38	42	31	41
Digital Visual Effects ²	*	*	25	28	25	23	26	23	21	*	*
Early Childhood Education	184	177	174	183	116	123	121	136	137	135	127

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 2005.² Digital Visual Effects was renamed Visual Effects in 2016.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Engineering	1,570	1,584	1,599	1,627	1,520	1,584	1,629	1,623	1,607	1,502	1,424
Aerospace Electronics	*	*	72	70	71	92	83	99	104	109	88
Aerospace Technology	79	80	107	115	130	130	138	153	160	165	165
Audio-Visual Technology	*	*	36	46	44	43	49	55	46	57	51
Automation & Mechatronic Systems	*	*	*	*	*	*	87	104	106	112	106
Biomedical	72	76	72	85	87	81	85	90	97	104	100
Business Process & Quality Engineering	*	*	60	60	*	*	*	*	*	*	*
Electrical	248	267	229	244	242	235	258	225	231	192	181
Electronic	449	456	416	356	355	370	357	358	311	235	211
Engineering Informatics	79	74	61	75	6	1	*	*	*	*	*
Engineering Science	*	*	*	*	*	*	39	40	44	46	56
Environmental & Water Technology	*	*	38	47	37	42	38	44	39	33	38
Marine and Offshore Technology	69	84	93	114	118	140	143	138	154	148	138
Mechanical	198	206	168	192	190	214	237	204	217	205	200
Mechatronic	136	112	104	94	106	115	24	2	*	*	*
Network Systems and Security ³	63	71	75	65	77	66	54	66	59	51	51
Internetworking and Communications ³	13	*	*	*	*	*	*	*	*	*	*
Product Design and Innovation	64	69	65	64	57	55	37	45	39	45	39
Quality Management and Engineering	100	89	3	*	*	*	*	*	*	*	*
Film, Sound and Video	95	75	55	59	58	51	50	58	55	54	68
Financial Informatics	*	*	*	59	82	75	74	95	118	92	86
Health Sciences (Nursing)	147	269	357	422	467	435	429	383	387	331	445
Horticulture and Landscape Management	34	45	65	57	65	55	6	*	*	*	*

Source : Ngee Ann Polytechnic

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

³ Internetworking and Communications was renamed Network Systems & Security in 2007.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution//Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Information Technology	278	244	191	98	84	150	153	162	157	155	119
Information Security & Forensics	*	*	*	*	*	*	*	*	*	*	38
International Business	*	*	*	*	41	44	47	45	46	43	47
International Supply Chain Management ⁴	*	*	*	42	78	92	95	1	*	*	*
International Logistics & Supply Chain Management ⁴	*	*	*	*	*	*	*	143	173	134	119
Landscape Design & Horticulture	*	*	*	*	*	*	46	46	78	71	41
Logistics Engineering and Management ⁵	3	*	*	*	*	*	*	*	*	*	*
Logistics Management ⁵	72	98	117	76	79	80	98	*	*	*	*
Mass Communication	196	193	169	176	176	166	171	177	182	175	151
Mobile Business Solutions ⁶	74	72	67	89	67	8	*	*	*	*	*
Mobile Computing ⁶	21	1	*	*	*	*	*	*	*	*	*
Molecular Biotechnology	*	117	89	89	91	63	56	65	64	60	46
Multimedia and Animation ⁷	66	78	73	72	67	78	46	48	45	37	43
Multimedia Computing ⁷	8	*	*	*	*	*	*	*	*	*	*
Optometry	*	*	*	*	36	32	43	42	41	36	41
Pharmacy Science	*	38	33	44	52	38	44	45	50	41	42
Psychology and Community Services ⁸	*	*	38	81	75	79	80	*	*	*	*
Psychology Studies ⁸	*	*	*	*	*	*	*	80	76	73	70
Sustainable Urban Design & Engineering	*	*	*	*	*	31	46	38	47	38	33
Tourism and Resort Management	54	81	84	94	92	92	106	108	111	108	93
Veterinary Bioscience	*	*	*	*	*	38	42	48	47	40	42
Visual Effects ²	*	*	*	*	*	*	*	*	*	25	26

Source : Ngee Ann Polytechnic

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

² Digital Visual Effects was renamed Visual Effects in 2016.⁴ International Supply Chain Management was renamed International Logistics & Supply Chain Management in 2012.⁵ Logistics Engineering and Management was renamed Logistics Management in 2005.⁶ Mobile Computing was renamed Mobile Business Solutions in 2007.⁷ Multimedia Computing was renamed Multimedia and Animation in 2006.⁸ Psychology and Community Services was renamed Psychology Studies in 2012.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Temasek Polytechnic	4,817	4,848	5,020	5,133	4,886	5,116	5,119	5,064	5,012	4,556	4,304
3D Interactive Media Technology ¹	*	*	*	*	*	32	48	49	45	39	40
Accounting & Finance	125	132	159	150	155	165	150	169	171	147	145
Aerospace Electronics	*	*	*	81	86	124	142	139	129	137	128
Aerospace Engineering	*	*	*	82	85	137	148	146	136	133	134
Apparel Design & Merchandising	55	52	68	45	61	74	68	66	63	55	46
Applied Food Science & Nutrition	111	102	93	100	103	121	114	110	113	97	75
Aviation Management & Services	*	79	86	102	115	138	161	167	160	160	158
Baking & Culinary Science	*	34	41	49	40	43	49	39	45	37	35
Big Data Management & Governance	*	*	*	*	*	*	*	*	*	36	42
Biomedical Engineering ²	*	*	*	*	*	*	*	70	86	78	85
Biomedical Informatics & Engineering	81	71	62	67	65	82	81	9	2	*	*
Biomedical Science	91	120	119	66	54	53	48	43	50	47	50
Biotechnology	118	74	104	95	94	94	94	86	88	92	86
Business	251	310	340	356	317	330	337	336	339	290	266
Business Information Technology	137	106	114	116	139	136	134	145	137	121	111
Business Intelligence & Analytics	*	*	*	*	*	*	40	45	46	43	40
Business Process & Systems Engineering	187	164	158	173	157	153	148	159	164	152	147
Chemical Engineering	121	113	121	139	135	135	134	142	152	146	128
Clean Energy	*	*	*	50	53	88	86	83	86	59	54
Communication Design ³	*	*	*	*	*	*	*	*	106	101	101
Communications & Media Management	84	88	91	84	77	74	90	85	90	81	79
Computer Engineering	115	111	80	76	74	57	56	68	56	66	49
Consumer Science & Technology	19	27	17	22	20	19	23	8	4	*	*
Culinary & Catering Management	56	54	53	60	57	57	59	53	56	51	44
Cyber & Digital Security	52	65	61	61	64	61	49	58	51	48	47

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 Before AY2013, the course was named "Biomedical Informatics & Engineering".³ From AY2014, "Interactive Media Design" and "Visual Communication" merged into "Communication Design".

Note :

Year refers to Academic Year. E.g. for AY2018, graduates refer to those who completed their courses in October 2018 and April 2019.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Digital Film & Television ⁴	*	*	*	*	*	*	*	66	78	72	71
Digital Forensics	*	*	*	*	*	46	53	42	47	49	49
Early Childhood Studies	*	*	*	*	66	61	68	83	93	116	151
Electronics	393	345	267	187	196	211	192	174	171	146	116
Environment Design	*	30	32	39	46	45	33	43	37	42	43
Financial Business Informatics	69	83	98	99	88	86	112	89	80	57	47
Game & Entertainment Technology	47	57	68	71	83	77	50	81	*	*	*
Game Design & Development ⁵	*	*	*	*	*	*	*	*	64	48	60
Gerontological Management Studies	*	*	*	45	64	60	61	66	67	51	50
Green Building & Sustainability ⁶	*	*	*	*	86	145	146	123	110	111	79
Hospitality & Tourism Business	173	172	134	117	*	*	*	*	*	*	*
Hospitality & Tourism Management	237	290	283	283	253	227	240	224	237	201	191
Info-Communications	224	180	152	150	93	33	2	*	*	*	*
Information Management	1	*	*	*	*	*	*	*	*	*	*
Infocomm & Network Engineering ⁷	*	*	*	*	*	83	131	129	101	77	46
Information Technology (3-year programme)	210	134	166	158	130	96	68	87	89	73	71
Integrated Facility Design & Management	78	94	95	83	1	*	*	*	*	*	*
Integrated Facility Management ⁸	*	*	*	*	103	113	132	134	137	109	95
Intelligent Building Technology	167	139	150	121	37	*	*	*	*	*	*
Interactive Media Design ³	53	44	42	42	53	50	49	51	2	*	*

Source : Temasek Polytechnic

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

³ From AY2014, "Interactive Media Design" and "Visual Communication" merged into "Communication Design".⁴ Before AY2013, the course was named "Moving Images".⁵ Before AY2014, the course was named "Game & Entertainment Technology".⁶ Before AY2010, the course was named "Intelligent Building Technology".⁷ Before AY2011, the course was named "Info-Communications".⁸ Before AY2010, the course was named "Integrated Facility Design & Management".

Note :

Year refers to Academic Year. E.g. for AY2018, graduates refer to those who completed their courses in October 2018 and April 2019.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Interactive Media Informatics	*	*	86	93	98	86	63	*	*	*	*
Interactive Media Technology	*	*	37	42	36	5	*	*	*	*	*
Interior Architecture & Design ¹²	59	26	40	43	56	53	63	61	72	55	50
Internet & Multimedia Development ⁹	129	98	2	1	*	*	*	*	*	*	*
Law & Management	96	108	95	114	132	122	126	126	120	124	96
Leisure & Events Management ¹⁰	*	*	*	*	*	*	*	*	*	142	138
Leisure & Resort Management	95	173	183	193	188	167	168	165	161	11	*
Logistics & Operations Management	108	111	102	108	124	117	99	116	106	102	101
Marketing	112	96	105	118	117	93	115	85	100	82	96
Mechatronics	361	379	402	260	181	271	251	239	238	219	213
Media & Communication Technology	*	55	134	109	92	57	28	33	46	27	2
Microelectronics	96	70	66	46	34	14	18	18	16	16	32
Mobile & Network Services ¹¹	*	*	*	*	56	65	56	53	71	43	48
Mobile & Wireless Computing	144	115	84	125	23	1	*	*	*	*	*
Moving Images	60	54	67	68	57	57	61	10	*	*	*
Pharmaceutical Science	*	*	*	62	72	105	103	107	98	93	93
Product & Industrial Design	36	47	37	30	37	39	27	47	44	40	44
Psychology Studies	*	*	55	78	63	65	68	68	70	57	63
Retail & Hospitality Design ¹²	*	27	36	27	32	35	43	43	43	43	41
Retail Management	93	83	111	96	95	106	90	92	86	88	72
Telecommunications	90	24	*	*	*	*	*	*	*	*	*
Veterinary Technology	*	30	38	57	46	47	43	46	47	45	56
Visual Communication ³	83	82	86	94	97	105	101	88	6	1	*

Source : Temasek Polytechnic

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

³ From AY2014, "Interactive Media Design" and "Visual Communication" merged into "Communication Design".⁹ In AY2008, the course was renamed as "Interactive Media Informatics".¹⁰ Before 2015, the course was named "Leisure & Resort Management".¹¹ Before AY2010, the course was named "Mobile & Wireless Computing".¹² From 2017, "Interior Architecture & Design" and "Retail & Hospitality Design" merged into "Interior Architecture & Design".

Note :

Year refers to Academic Year. E.g. for AY2018, graduates refer to those who completed their courses in October 2018 and April 2019.

H.1 GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING BY INSTITUTION AND COURSE, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Nanyang Polytechnic	5,187	5,381	5,451	5,834	6,071	6,042	6,171	5,645	6,251	6,228	5,753
Diploma (Conversion) in Paramedicine	*	*	*	*	*	*	*	*	*	10	15
Diploma in Accountancy & Finance	117	113	110	147	114	143	151	153	145	150	145
Diploma in Aeronautical & Aerospace Technology	*	*	*	*	46	49	48	42	112	112	130
Diploma in Aerospace Systems & Management	*	*	*	*	44	38	44	37	63	59	69
Diploma in Animation	*	*	*	*	*	*	*	*	*	71	73
Diploma in Banking and Financial Services	105	107	94	175	101	106	122	142	138	124	4
Diploma in Banking and Finance	*	*	*	*	*	*	*	*	*	*	102
Diploma in Biologics & Process Technology	*	*	*	*	36	51	50	40	48	47	43
Diploma in Biomedical Engineering	47	53	65	56	67	61	51	50	67	91	102
Diploma in Business & Administration	*	*	*	*	38	*	*	*	*	*	*
Diploma in Business & Management Studies	*	*	*	*	*	*	27	16	23	13	16
Diploma in Business Enterprise IT	*	*	86	79	60	68	57	56	54	60	54
Diploma in Business Informatics	195	195	173	190	157	148	153	143	135	132	90
Diploma in Business Intelligence & Analytics	*	*	*	*	*	*	*	48	53	57	45
Diploma in Business Management	362	325	356	447	356	363	372	368	433	395	308
Diploma in Business Practice (Accounting)	*	*	*	*	*	*	*	20	27	28	27
Diploma in Business Practice (Customer Relationship and Service Management)	*	*	*	*	*	*	*	66	35	43	36
Diploma in Business Practice (Supply Chain Management)	*	*	*	*	*	*	*	19	11	21	25
Diploma in Chemical & Green Technology	*	*	*	*	37	51	45	44	44	47	39
Diploma in Chemical and Pharmaceutical Technology	142	136	120	117	119	118	122	120	138	130	100
Diploma in Correctional Administration	*	*	*	*	*	*	*	20	*	*	*
Diploma in Correctional & Management Studies	*	*	*	*	*	*	*	*	*	29	*
Diploma in Cyber Security and Forensics	*	*	*	*	*	*	*	*	*	*	57

Source : Nanyang Polytechnic

* 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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Diploma in Dental Hygiene & Therapy	22	15	20	24	22	19	22	17	23	24	23
Diploma in Diagnostic Radiography	49	47	38	42	73	68	64	36	38	40	61
Diploma in Digital & Precision Engineering	*	*	*	101	126	133	112	133	127	110	113
Diploma in Digital Entertainment Technology	71	95	90	106	21	2	*	*	*	*	*
Diploma in Digital Entertainment Technology (Games)	*	*	*	*	64	57	50	66	69	5	2
Diploma in Digital Game Art & Design	*	*	*	*	*	*	*	*	*	62	65
Diploma in Digital Media Design	169	148	141	161	44	6	1	*	*	*	*
Diploma in Digital Media Design (Animation)	*	*	*	*	74	79	79	76	86	9	1
Diploma in Digital Media Design (Games)	*	*	*	*	43	65	58	59	76	8	*
Diploma in Digital Media Design (Interaction Design)	*	*	*	*	40	66	67	60	67	6	*
Diploma in Digital Visual Effects	*	*	*	*	28	37	37	29	35	42	37
Diploma in Electrical Engineering With Eco-Design	*	*	*	*	*	45	38	40	74	94	85
Diploma in Electronics, Computer and Communications Engineering	611	564	559	581	550	574	525	373	357	270	177
Diploma in Engineering (Aerospace Manufacturing)	*	*	*	*	*	*	18	16	20	20	19
Diploma in Engineering (Mechatronics)	*	*	*	*	*	*	*	*	8	19	18
Diploma in Engineering Informatics	264	272	258	236	203	209	198	166	131	131	98
Diploma in Engineering with Business	*	*	*	*	*	*	*	*	*	94	122
Diploma in Financial Informatics	*	*	*	*	59	55	61	68	67	55	53
Diploma in Financial Services	2	*	1	*	*	*	*	*	*	*	*
Diploma in Food & Beverage Business	*	*	*	*	*	*	41	41	52	63	55
Diploma in Food Science & Nutrition	*	*	*	*	*	71	96	75	92	70	62
Diploma in Food Science	*	51	52	68	78	6	1	*	*	*	*
Diploma in Fund Management & Administration	*	*	*	*	87	58	55	57	63	64	51
Diploma in Game Development & Technology	*	*	*	*	*	*	*	*	*	49	62
Diploma in Hospitality & Resort Management	*	88	89	112	119	1	*	*	*	*	*
Diploma in Hospitality & Tourism Management	*	*	*	*	*	161	165	158	164	168	112

Source : Nanyang Polytechnic

* 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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Diploma in Industrial Design	47	48	42	51	52	55	52	58	58	47	38
Diploma in Infocomm & Design Media (IT Network And System Administration)	*	*	*	*	*	*	19	36	40	26	15
Diploma in Information Security	*	*	*	*	54	61	51	54	58	64	2
Diploma in Information Technology	276	243	212	220	153	167	147	128	120	122	108
Diploma in Interaction Design	*	*	*	*	*	*	*	*	*	48	60
Diploma in Manufacturing Engineering	229	274	250	187	164	171	187	122	120	21	*
Diploma in Marketing	92	108	110	108	112	99	92	82	71	80	75
Diploma in Mass Media Management	*	*	*	*	*	*	53	51	54	61	52
Diploma in Mechatronics Engineering	242	286	226	232	174	177	192	158	169	184	230
Diploma in Media Studies and Management	54	57	52	57	54	58	1	*	*	*	*
Diploma in Medicinal Chemistry	*	*	*	*	*	*	50	56	52	54	48
Diploma in Molecular Biotechnology	139	128	111	122	102	93	84	72	66	73	64
Diploma in Motion Graphics & Broadcast Design	*	*	27	33	32	43	31	33	30	33	28
Diploma in Multimedia and Infocomm Technology	325	296	303	312	211	214	215	170	205	228	171
Diploma in Nanotechnology & Materials Science	*	*	*	*	44	49	41	40	40	54	61
Diploma in Nursing	907	730	691	675	724	669	626	493	681	610	690
Diploma in Occupational Therapy	34	32	41	49	64	54	55	55	63	61	48
Diploma in Pharmaceutical Sciences	*	*	49	53	66	72	64	80	75	77	53
Diploma in Physiotherapy	37	38	32	62	77	78	82	90	88	90	90
Diploma in Precision Engineering	45	66	66	67	54	40	27	3	2	*	*
Diploma in Radiation Therapy	13	7	11	10	15	9	4	7	5	15	13
Diploma in Social Sciences (Social Work)	*	*	*	*	*	25	24	38	51	48	52
Diploma in Space & Interior Design	*	*	37	37	50	45	52	58	68	69	59
Diploma in Sport and Wellness Management	56	50	62	61	57	61	54	55	67	58	47
Diploma in Telematics & Media Technology	*	*	*	*	35	47	43	36	37	42	41
Diploma in Visual Communication	*	*	39	42	59	62	53	55	64	59	65

Source : Nanyang Polytechnic

* 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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Advanced Diploma in Counselling	*	*	*	*	*	*	*	*	23	24	15
Advanced Diploma in Nursing	186	382	481	530	559	615	562	543	504	531	504
Advanced Diploma in Paramedicine	*	*	*	*	*	6	*	9	*	10	*
Advanced Diploma in Sonography	*	25	*	*	19	1	*	17	2	*	*
Specialist Diploma in Adolescent and Youth Health	*	*	*	*	*	*	15	*	*	*	*
Specialist Diploma in Advanced Networking	*	*	*	*	*	*	*	*	*	21	12
Specialist Diploma in Business & Big Data Analytics	*	*	*	*	*	*	*	29	44	49	57
Specialist Diploma in Clinical Diagnostics & Infectious Diseases	*	*	*	*	*	*	*	*	10	*	10
Specialist Diploma in Clinical Education	*	*	*	*	*	*	*	*	*	*	63
Specialist Diploma in Clinical Trials Management	32	*	*	33	*	24	18	*	14	18	11
Specialist Diploma in Cloud Data Centre Technology and Management	*	*	*	*	*	*	12	21	24	15	14
Specialist Diploma in Converged Infocomm Infrastructure	*	*	*	*	*	*	*	*	*	*	11
Specialist Diploma in Counselling	2	25	24	28	29	25	28	1	*	*	*
Specialist Diploma in Design Strategy and Management	*	*	*	*	*	*	*	*	*	14	*
Specialist Diploma in Digital Media Production	*	*	*	*	*	*	*	*	*	*	15
Specialist Diploma in Electronic Systems Development	*	*	*	*	*	*	*	*	*	8	7
Specialist Diploma in Embedded Systems	61	70	*	38	21	21	*	13	16	11	7
Specialist Diploma in Energy and Environment Management For Process Industry	*	*	*	*	*	*	*	*	11	13	14
Specialist Diploma in Fund Management & Administration	79	43	41	2	61	1	46	3	26	12	*
Specialist Diploma in Games Development	*	18	31	27	15	12	*	*	*	*	*
Specialist Diploma in Games Development (Design)	*	*	*	*	*	*	*	*	*	9	7
Specialist Diploma in Health Promotion	*	*	*	28	21	20	*	23	14	*	*

Source : Nanyang Polytechnic

* 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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Specialist Diploma in Hospitality and MICE Management	*	*	*	*	*	*	14	13	*	*	*
Specialist Diploma in Hospitality and Resort Management	85	51	36	30	17	1	*	*	*	*	*
Specialist Diploma in Human Resource Management	*	*	*	*	*	*	50	*	32	35	*
Specialist Diploma in Immunology & Infectious Diseases	*	10	12	*	*	*	*	*	*	*	*
Specialist Diploma in Infocomm Technology	*	*	*	19	14	11	24	*	*	*	*
Specialist Diploma in Information Technology Security	88	137	89	78	44	34	*	*	*	*	*
Specialist Diploma in Information Security	*	*	*	*	*	*	24	31	35	39	31
Specialist Diploma in Information Systems Development	*	*	*	*	*	*	*	*	24	28	39
Specialist Diploma in Mobile Computing	*	*	*	*	*	*	19	18	9	14	15
Specialist Diploma in Nursing (Diabetes Management And Education)	*	*	*	*	26	14	23	*	22	21	29
Specialist Diploma in Nursing (Gerontology)	*	*	*	*	*	*	*	*	*	*	11
Specialist Diploma in Nutrition Science	*	*	*	*	*	*	*	13	12	33	10
Specialist Diploma in Radiology Nursing	*	*	*	*	*	*	16	*	*	*	*
Specialist Diploma in Renal Dialysis Management	*	*	*	*	*	*	*	*	19	26	26
Specialist Diploma in Retail Business & Entrepreneurship	*	*	*	*	*	*	17	*	12	*	*
Specialist Diploma in Retail Management	*	17	35	*	*	*	*	*	*	*	*
Specialist Diploma in Spatial Design	*	*	*	*	*	*	*	*	*	*	17
Specialist Diploma in Sport Management and Marketing	*	*	*	*	*	*	*	*	*	17	*
Specialist Diploma in Supply Chain Management	2	31	89	1	64	*	34	2	28	23	*
Specialist Diploma in Visual Communication	*	*	*	*	*	*	*	*	*	*	15
Specialist Diploma in Visual Effects	*	*	*	*	22	*	19	14	11	*	*
Specialist Diploma in Wireless Technology	*	*	*	*	*	*	21	11	*	11	7

Source : Nanyang Polytechnic

* 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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Republic Polytechnic	1,551	2,157	2,991	3,393	4,037	4,153	4,566	4,783	4,845	4,752	4,755
Diploma in Aerospace Avionics	*	64	135	110	152	134	112	95	99	87	111
Diploma in Aerospace Engineering	*	*	*	*	*	*	*	100	96	107	107
Diploma in Aerospace Engineering (Quality Systems)	*	*	*	*	57	108	112	21	1	*	*
Diploma in Applied Science (Nutrition and Food Science)	*	*	*	*	*	*	*	*	9	22	17
Diploma in Arts and Theatre Management	*	*	*	*	*	*	*	*	*	72	91
Diploma in Aviation Management	*	*	*	*	*	*	*	*	*	101	115
Diploma in Biomedical Electronics	173	122	144	117	104	107	111	97	12	1	*
Diploma in Biomedical Electronics Engineering	10	2	*	*	*	*	*	*	*	*	*
Diploma in Biomedical Sciences	234	228	170	232	243	302	165	139	148	147	141
Diploma in Biotechnology	112	135	133	100	164	139	128	108	118	126	125
Diploma in Business Applications	176	180	208	280	271	293	312	246	214	144	150
Diploma in Business Computing	212	181	195	174	37	4	*	1	*	*	*
Diploma in Business Information Systems	*	*	*	*	229	210	280	316	218	150	140
Diploma in Business Practice (Hospitality Management)	*	*	*	*	*	*	*	15	35	20	20
Diploma in Business Practice (International Human Resources Management)	*	*	*	*	*	*	*	*	8	31	22
Diploma in Civil Aviation	*	*	*	112	130	108	108	104	102	12	1
Diploma in Communications and Automation Electronics	105	109	128	10	6	2	*	*	*	*	*
Diploma in Communication and Information Design	*	*	68	87	110	107	89	96	6	1	*
Diploma in Consumer Behaviour and Research	*	*	*	*	*	*	*	48	54	49	48
Diploma in Customer Relationship and Service Management	*	*	117	124	161	169	209	219	283	234	207

Source : Republic Polytechnic

* 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, 2008 – 2018 (continued)

Institution/Course											Number
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Diploma in Design for Interactivity	*	*	43	26	49	56	62	63	76	98	4
Diploma in Design for User Experience	*	*	*	*	*	*	*	*	*	*	78
Diploma in Digital Entertainment Electronics	*	*	*	102	93	97	95	115	11	*	*
Diploma in Electronics Engineering	5	*	1	1	*	*	*	*	*	*	*
Diploma in Electrical and Electronic Engineering	*	*	*	*	*	*	*	*	221	189	238
Diploma in Engineering (Electrical and Electronics)	*	*	*	*	*	*	*	*	18	19	16
Diploma in Engineering (Operations and Engineering Management)	*	*	*	*	*	*	*	13	19	14	28
Diploma in Engineering Systems and Management	*	*	*	*	*	*	*	*	*	*	68
Diploma in Environmental Science	*	*	35	102	124	81	101	167	92	116	99
Diploma in Game Design	*	*	*	28	60	80	68	71	72	56	62
Diploma in Green Building Energy Management	*	*	*	*	*	*	*	*	*	*	78
Diploma in Healthcare Administration	*	*	*	*	*	*	42	105	133	128	16
Diploma in Health Management and Promotion	*	*	*	*	*	54	75	99	83	129	109
Diploma in Health Services Management	*	*	*	*	*	*	*	*	*	*	106
Diploma in Hotel and Hospitality Management	*	*	*	113	138	169	170	112	169	157	158
Diploma in Human Resource Management with Psychology	*	*	*	*	*	*	*	*	*	42	47
Diploma in Industrial and Operations Management	118	150	135	165	120	95	123	229	131	122	146
Diploma in Industrial and Systems Engineering	1	*	1	1	*	*	*	*	*	*	*
Diploma in Infocomm and Digital Media (Information Systems)	*	*	*	*	*	*	*	*	13	6	4
Diploma in Infocomm Security Management	*	*	*	*	*	*	*	*	*	*	51
Diploma in Information Technology	207	193	215	160	196	168	215	175	209	182	149

Source : Republic Polytechnic

* 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, 2008 – 2018 (continued)

Institution/Course	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Diploma in Integrated Events Management	*	108	134	149	168	188	188	217	253	215	191
Diploma in Interactive and Digital Media	*	*	88	89	117	91	115	110	107	90	90
Diploma in IT Service Management	*	36	37	38	48	37	52	57	58	60	60
Diploma in Marine Science and Aquaculture	*	*	*	*	*	*	*	*	*	49	40
Diploma in Mass Communication	*	*	*	*	*	*	*	*	132	141	99
Diploma in Materials Science	85	82	128	102	79	74	76	88	109	131	115
Diploma in Media Production and Design	*	*	*	*	*	*	*	*	*	118	151
Diploma in Micro and Nanotechnology	*	*	59	65	60	68	79	64	11	*	*
Diploma in Mobile Software Development	*	*	*	*	*	*	*	35	42	60	52
Diploma in New Media	113	100	106	99	163	184	181	183	160	31	1
Diploma in Outdoor and Adventure Learning	*	*	68	57	69	134	142	94	116	94	64
Diploma in Pharmaceutical Sciences	*	92	135	147	196	194	278	223	218	208	186
Diploma in Renewable Energy Engineering	*	*	*	*	*	48	81	75	75	82	13
Diploma in Restaurant and Culinary Operations	*	*	*	*	*	*	47	73	79	83	96
Diploma in Social Enterprise Management	*	*	*	*	*	*	*	*	36	40	42
Diploma in Sonic Arts	*	40	47	40	40	50	48	59	69	55	71
Diploma in Sports and Exercise Sciences	*	78	101	116	132	117	161	145	114	121	140
Diploma in Sports and Leisure Management	*	106	165	153	187	127	136	159	149	98	91
Diploma in Sports Coaching	*	*	*	*	*	*	*	35	42	52	48
Diploma in Sports (Coaching)	*	*	*	*	*	*	*	12	15	19	27
Diploma in Supply Chain Management	*	60	116	156	177	127	136	135	122	111	138
Diploma in Technology and Arts Management	*	40	41	36	50	95	79	76	87	13	1
Diploma in Wellness, Lifestyle and Spa Management	*	*	*	*	*	43	54	77	87	87	73

Source : Republic Polytechnic

* 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, 2008 – 2018 (continued)

Institution/Course											Number
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Specialist Diploma in Advanced Composites	*	*	*	*	*	*	*	*	17	11	15
Specialist Diploma in Applied Learning and Teaching	*	*	*	*	*	39	66	68	16	51	29
Specialist Diploma in Business Analytics	*	*	*	*	*	*	*	*	12	7	14
Specialist Diploma in Career Counselling	*	*	*	*	*	*	*	*	27	98	18
Specialist Diploma in Communication Strategies for Social Media	*	*	*	*	*	*	*	*	*	*	18
Specialist Diploma in Events, Sports and Leisure Management	*	*	*	26	18	14	13	*	*	*	*
Specialist Diploma in Healthcare Education	*	18	1	23	*	*	*	*	*	*	*
Specialist Diploma in Hospitality Business Management	*	*	*	*	*	*	*	*	*	*	43
Specialist Diploma in Mobile Applications	*	*	*	*	*	*	18	14	17	10	12
Specialist Diploma in Outdoor and Adventure Learning	*	*	*	*	16	14	7	2	*	*	*
Specialist Diploma in Sports and Exercise Science	*	33	3	32	20	*	17	17	12	20	24
Specialist Diploma in Sports and Leisure Management	*	*	14	*	*	*	*	*	*	*	*
Specialist Diploma in Supply Chain Management	*	*	*	*	53	26	15	11	13	35	41
Specialist Diploma in Wireless Communication and Networking	*	*	20	21	*	*	*	*	*	*	*

Source : Republic Polytechnic

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

H.2 KEY STATISTICS ON EMPLOYMENT OUTCOME OF GRADUATES FROM INSTITUTIONS OF HIGHER LEARNING, 2008 – 2018

Institutions	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Universities (NTU, NUS, SMU, SUSS)											
Proportion Of Graduates In The Labour Force Who Are Employed (%)	91.3	90.6	90.7	91.4	91.0	89.3	89.1	89.5	89.5	88.9	90.2
Full-Time Permanent	87.3	84.7	84.8	86.4	85.6	83.4	82.7	83.1	79.9	78.4	81.2
Part-Time/Temporary/Freelance	4.0	5.8	5.9	5.0	5.4	5.9	6.4	6.5	9.7	10.5	9.0
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	2,850	2,700	2,900	3,000	3,050	3,050	3,200	3,300	3,300	3,400	3,500
Polytechnics											
Fresh Graduates											
Proportion Of Graduates In The Labour Force Who Are Employed (%)	89.8	88.5	91.5	92.1	91.0	89.8	89.2	88.9	90.6	86.4	89.0
Full-Time Permanent	68.5	62.8	68.5	67.0	65.4	62.7	59.4	57.9	55.8	52.8	55.9
Part-Time/Temporary/Freelance	21.3	25.7	23.0	25.1	25.7	27.1	29.8	31.0	34.8	33.7	33.2
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	1,800	1,700	1,800	1,850	1,950	2,000	2,000	2,100	2,180	2,200	2,270
Post-NS Graduates											
Proportion Of Graduates In The Labour Force Who Are Employed (%)	87.8	87.7	95.4	94.7	93.1	92.8	92.4	91.5	95.4	89.8	90.5
Full-Time Permanent	76.0	71.1	81.3	80.1	77.8	74.2	73.0	70.8	70.2	64.0	65.7
Part-Time/Temporary/Freelance	11.8	16.6	14.1	14.6	15.3	18.7	19.3	20.7	25.2	25.8	24.8
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	2,000	2,000	2,000	2,100	2,253	2,250	2,400	2,500	2,517	2,480	2,501
Institute of Technical Education (ITE)											
Fresh Graduates											
Proportion Of Graduates In The Labour Force Who Are Employed (%)	88.2	81.1	84.7	84.1	83.2	81.7	83.0	83.2	86.7	79.9	75.9
Full-Time Permanent	61.9	57.6	57.8	63.5	51.5	62.4	59.3	48.4	40.3	40.2	35.2
Part-Time/Temporary/Freelance	26.4	23.5	26.9	20.6	31.7	19.4	23.7	34.7	46.5	39.7	40.7
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	1,300	1,200	1,291	1,300	1,350	1,410	1,500	1,700	1,655	1,700	1,700
Post-NS Graduates											
Proportion Of Graduates In The Labour Force Who Are Employed (%)	90.8	88.4	90.4	89.6	89.6	89.9	89.4	86.8	86.1	85.3	87.2
Full-Time Permanent	76.4	78.4	78.3	79.7	79.4	80.4	78.6	63.0	67.3	63.7	61.7
Part-Time/Temporary/Freelance	14.4	10.0	12.0	10.0	10.2	9.4	10.8	23.8	18.8	21.6	25.5
Median Gross Monthly Starting Salary Of Graduates In Full-Time Permanent Employment (\$)	1,600	1,500	1,600	1,600	1,700	1,743	1,835	1,950	2,000	2,100	2,200

Source: Graduate Employment Survey conducted by various local publicly-funded institutions of higher learning

Notes :

- 1) Proportion in employment refers to the employed as a proportion of 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/temporary/freelance 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 and males who are not liable for National Service (NS) after graduation.
- 6) Post-NS graduates refer to male graduates who had completed their studies about 2 years earlier. For example, 2018 data refers to male graduates who completed their full-time NS between April 2017 and March 2018 for Polytechnics and ITE graduates.
- 7) Universities refer to Nanyang Technological University (NTU), National University of Singapore (NUS), Singapore Management University (SMU) and Singapore University of Social Sciences (SUSS). SUSS was included in 2018 as its first batch of undergraduate students graduated in 2018.
- 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 FROM NUS, NTU, SMU AND SUSS IN FULL-TIME PERMANENT EMPLOYMENT BY DEGREE, 2018

Degree	Universities conducting the courses	Employment		Median Gross Monthly Starting Salary (\$)
		Number	Proportion (%)	
<u>Three-Year Degree Programme</u>				
Bachelor of Accountancy	NTU	309	92.2	3,000
Bachelor of Arts	NUS	73	56.6	3,200
Bachelor of Business Administration; Bachelor of Business	NUS, NTU	335	84.4	3,500
Bachelor of Science	NUS	59	47.2	3,100
Bachelor of Science (Nursing)	NUS	35	94.6	3,450
<u>Four-Year Degree Programme</u>				
Bachelor of Accountancy	SMU	205	92.3	3,000
Bachelor of Accountancy	SUSS	77	97.5	3,000
Bachelor of Accountancy & Bachelor of Business	NTU	128	97.7	4,000
Bachelor of Arts (Chinese) (Honours)	NTU	45	76.3	3,500
Bachelor of Arts (Economics) (Honours)	NTU	68	84.0	3,536
Bachelor of Arts (Education) / Bachelor of Arts with Diploma in Education	NTU	120	99.2	3,800
Bachelor of Arts (Honours)	NUS	184	67.9	3,500
Bachelor of Arts (Industrial Design)	NUS	32	69.6	3,250
Bachelor of Arts (Psychology) (Honours)	NTU	71	78.0	3,370
Bachelor of Arts (Sociology) (Honours)	NTU	58	60.4	3,220
Bachelor of Business Administration (Accountancy) (Honours)	NUS	121	95.3	3,200
Bachelor of Business Administration (Honours); Bachelor of Business Management	NUS, SMU	745	88.1	3,800

Source: Graduate Employment Survey conducted by various universities

Notes :

- 1) Universities refer to Nanyang Technological University (NTU), National University of Singapore (NUS), Singapore Management University (SMU) and Singapore University of Social Sciences (SUSS). SUSS was included in 2018 as its first batch of undergraduate students graduated in 2018.
- 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 2018.
- 3) Employment Proportion refers to the full-time permanently employed as a proportion of graduates who have entered the labour market as at 1 November 2018, 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, medical, pharmacy and architecture graduates were not reflected as a significant number of them were still doing practical law course/ reading in chambers/ under pupillage or serving housemanship.

H.3 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF UNIVERSITY GRADUATES FROM NUS, NTU, SMU AND SUSS IN FULL-TIME PERMANENT EMPLOYMENT BY DEGREE, 2018 (continued)

Degree	Universities conducting the courses	Employment		Median Gross Monthly Starting Salary (\$)
		Number	Proportion (%)	
Four-Year Degree Programme (Continued)				
Bachelor of Communication Studies (Honours)	NTU	117	84.2	3,000
Bachelor of Computing (Honours)	NUS	223	92.9	4,400
Bachelor of Dental Surgery	NUS	40	100.0	4,050
Bachelor of Engineering (Aerospace Engineering)	NTU	77	88.5	3,800
Bachelor of Engineering (Biomedical Engineering); Bachelor of Engineering (Bioengineering)	NUS, NTU	91	67.9	3,455
Bachelor of Engineering (Chemical & Biomolecular Engineering)	NTU	124	86.1	3,600
Bachelor of Engineering (Chemical Engineering)	NUS	174	84.1	4,000
Bachelor of Engineering (Civil Engineering)	NUS, NTU	199	93.4	3,500
Bachelor of Engineering (Computer Science)	NTU	200	93.0	4,000
Bachelor of Engineering (Computer Engineering)	NUS, NTU	109	89.3	3,800
Bachelor of Engineering (Electrical Engineering); Bachelor of Engineering (Electrical & Electronic Engineering)	NUS, NTU	445	88.8	3,600
Bachelor of Engineering (Environmental Engineering)	NUS, NTU	79	77.5	3,400
Bachelor of Engineering (Industrial And Systems Engineering)	NUS	72	87.8	3,895
Bachelor of Engineering (Information Engineering and Media)	NTU	65	89.0	3,750
Bachelor of Engineering (Materials Engineering)	NTU	127	81.9	3,500
Bachelor of Engineering (Materials Science & Engineering)	NUS	38	86.4	3,600
Bachelor of Engineering (Mechanical Engineering)	NUS, NTU	540	83.3	3,600
Bachelor of Fine Arts (Arts, Design & Media)	NTU	64	53.8	3,000

Source: Graduate Employment Survey conducted by various universities

Notes :

- 1) Universities refer to Nanyang Technological University (NTU), National University of Singapore (NUS), Singapore Management University (SMU) and Singapore University of Social Sciences (SUSS). SUSS was included in 2018 as its first batch of undergraduate students graduated in 2018.
- 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 2018.
- 3) Employment Proportion refers to the full-time permanently employed as a proportion of graduates who have entered the labour market as at 1 November 2018, 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, medical, pharmacy and architecture graduates were not reflected as a significant number of them were still doing practical law course/ reading in chambers/ under pupillage or serving housemanship.

H.3 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF UNIVERSITY GRADUATES FROM NUS, NTU, SMU AND SUSS IN FULL-TIME PERMANENT EMPLOYMENT BY DEGREE, 2018 (continued)

Degree	Universities conducting the courses	Employment		Median Gross Monthly Starting Salary (\$)
		Number	Proportion (%)	
Four-Year Degree Programme (Continued)				
Bachelor of Science (Physics / Applied Physics)	NTU	60	74.1	3,400
Bachelor of Science (Biological Sciences) (Honours)	NTU	118	67.0	3,250
Bachelor of Science (Business Analytics)	NUS	43	93.5	4,500
Bachelor of Science (Chemistry & Biological Chemistry) (Honours)	NTU	117	63.9	3,200
Bachelor of Science (Economics)	SMU	154	85.6	3,700
Bachelor of Science (Education) / Bachelor of Science with Diploma in Education	NTU	45	100.0	3,800
Bachelor of Science (Honours)	NUS	457	73.0	3,400
Bachelor of Science (Information Systems Management)	SMU	196	89.5	4,000
Bachelor of Science (Maritime Studies)	NTU	54	90.0	3,350
Bachelor of Science (Mathematical Sciences)	NTU	88	75.9	3,650
Bachelor of Science (Mathematics & Economics)	NTU	45	83.3	3,600
Bachelor of Science (Nursing) (Honours)	NUS	49	98.0	3,550
Bachelor of Science (Project & Facilities Management)	NUS	77	84.6	3,060
Bachelor of Science (Real Estate)	NUS	103	85.1	3,300
Bachelor of Science in Marketing	SUSS	42	84.0	3,000
Bachelor of Social Sciences (Honours); Bachelor of Social Sciences	NUS, SMU	670	74.4	3,400
Bachelor of Sports Science and Management	NTU	33	61.1	3,300

Source: Graduate Employment Survey conducted by various universities

Notes :

- 1) Universities refer to Nanyang Technological University (NTU), National University of Singapore (NUS), Singapore Management University (SMU) and Singapore University of Social Sciences (SUSS). SUSS was included in 2018 as its first batch of undergraduate students graduated in 2018.
- 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 2018.
- 3) Employment Proportion refers to the full-time permanently employed as a proportion of graduates who have entered the labour market as at 1 November 2018, 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, medical, pharmacy and architecture graduates were not reflected as a significant number of them were still doing practical law course/ reading in chambers/ under pupillage or serving housemanship.

**H.4 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF UNIVERSITY GRADUATES FROM SUTD
IN FULL-TIME PERMANENT EMPLOYMENT BY DEGREE, 2018**

Degree	Employment		Median Gross Monthly Starting Salary (\$)
	Number	Proportion (%)	
Bachelor of Engineering (Engineering Product Development)	82	86.3	3,700
Bachelor of Engineering (Information Systems Technology and Design)	70	93.3	4,400

Source: Graduate Employment Survey conducted by various universities

Notes :

- 1) 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 19 February 2019.
- 2) Employment Proportion refers to the full-time permanently employed as a proportion of graduates who have entered the labour market as at 19 February 2019, approximately 6 months after completing their final examinations.
- 3) 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.
- 4) Gross monthly starting salary comprises the basic salary, fixed allowances, overtime pay and commissions. Bonuses are excluded.
- 5) Data on other offered degrees have been suppressed because the number covered was too small.

**H.5 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF UNIVERSITY GRADUATES FROM SIT
IN FULL-TIME PERMANENT EMPLOYMENT BY DEGREE, 2017**

Degree	Employment		Median Gross Monthly Starting Salary (\$)
	Number	Proportion (%)	
<u>The Glasgow School of Art</u>			
Bachelor of Arts with Honours in Communication Design	37	68.5	2,700
Bachelor of Arts with Honours in Interior Design	34	87.2	2,700
<u>Newcastle University</u>			
Bachelor of Engineering in Chemical Engineering (Honours)	41	62.1	3,255
Bachelor of Engineering in Electrical Power Engineering (Honours)	48	88.9	3,200
Bachelor of Science with Honours in Food & Human Nutrition	34	79.1	2,700
<u>Technical University of Munich</u>			
Bachelor of Science in Chemical Engineering	43	74.1	3,200
<u>Trinity College Dublin</u>			
Bachelor in Science (Occupational Therapy)	33	97.1	3,300
Bachelor in Science (Physiotherapy)	61	96.8	3,400
<u>University of Glasgow</u>			
Bachelor of Engineering in Mechanical Design Engineering (Honours)	51	87.9	3,200
Bachelor Of Engineering In Mechatronics (Honours)	64	86.5	3,400
Bachelor of Science in Computing Science (Honours)	61	85.9	3,600
<u>University of London</u>			
Bachelor of Arts with Honours in Criminology and Security	41	69.5	3,800
<u>University of Manchester</u>			
Bachelor of Science in Nursing Practice (Honours)	55	96.5	3,650
<u>Wheelock College</u>			
Bachelor of Science in Early Childhood Education	52	92.9	2,900

Source: Graduate Employment Survey conducted by various universities

Notes :

- 1) 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 March 2018.
- 2) Employment Proportion refers to the full-time permanently employed as a proportion of graduates who have entered the labour market as at 1 March 2018, approximately 6 months after completing their final examinations.
- 3) 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.
- 4) Gross monthly starting salary comprises the basic salary, fixed allowances, overtime pay and commissions. Bonuses are excluded.
- 5) Figures are based on latest available data.

H.6 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF POLYTECHNIC GRADUATES IN FULL-TIME PERMANENT EMPLOYMENT BY COURSE, 2018

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 (%)	
ENGINEERING		658	62.8	2,300	725	72.1	2,600
Aeronautical & Aerospace Technology; Aeronautical Engineering; Aerospace Engineering; Aerospace Technology	NP, NYP, RP, SP, TP	40	67.8	2,300	80	76.9	2,625
Aerospace Avionics; Aerospace Electronics; Aerospace Systems and Management	NP, NYP, RP, SP, TP	32	61.5	2,200	72	74.2	2,725
Automation & Mechatronic Systems; Mechatronic Engineering; Mechatronics; Mechatronics & Robotics; Mechatronics Engineering	NP, NYP, SP, TP	56	70.0	2,315	80	71.4	2,450
Business Process & Systems Engineering; Industrial and Operations Management	RP, TP	41	54.7	2,080	35	63.6	2,700
Computer Engineering; Electronics; Electronic & Computer Engineering; Electronics, Computer & Communications Engineering; Media & Communication Technology; Microelectronics	NP, NYP, TP	91	61.1	2,310	106	70.7	2,435
Electrical & Electronic Engineering	RP	61	76.3	2,500	s	s	s
Electrical & Electronic Engineering; Electrical Engineering; Electrical Engineering with Eco-Design	NP, NYP, SP	73	68.9	2,273	79	75.2	2,593
Mechanical Engineering	NP, SP	s	s	s	35	81.4	2,600
BUILT ENVIRONMENT		143	61.4	2,200	85	69.7	2,500
Hotel & Leisure Facilities Management; Integrated Facility Management	NP, SP, TP	51	55.4	2,200	s	s	s
INFORMATION & DIGITAL TECHNOLOGIES		291	53.2	2,200	291	63.8	2,500
Business Applications; Business Information Systems; Business Information Technology	NP, RP, SP, TP	68	41.0	2,180	78	62.4	2,500
Information Technology	NP, NYP, RP, SP, TP	59	62.1	2,200	70	64.8	2,500
SCIENCES		228	44.8	2,100	92	60.9	2,500
Applied Food Science & Nutrition; Food Science & Nutrition; Food Science & Technology	NYP, SP, TP	49	53.3	2,000	s	s	s
Biotechnology; Molecular Biotechnology	NP, NYP, RP, SP, TP	45	46.9	2,200	s	s	s
HEALTH SCIENCES		724	82.2	2,500	59	72.0	2,689
Health Sciences [Nursing]; Nursing	NP, NYP	554	89.5	2,550	32	84.2	2,700
Pharmaceutical Science; Pharmaceutical Sciences; Pharmacy Science	NP, NYP, RP, TP	90	62.1	2,050	s	s	s
Optometry	NP, SP	39	72.2	2,800	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 2018, comprising mostly females and males who are not liable for National Service (NS) after graduation.
- 3) Post-NS graduates refer to male graduates who had completed their studies in 2015 and their full-time NS between April 2017 and March 2018.
- 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 2018.
- 5) Employment Proportion refers to the full-time permanently employed as a proportion of graduates who have entered the labour market as at 1 October 2018, 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 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF POLYTECHNIC GRADUATES IN FULL-TIME PERMANENT EMPLOYMENT BY COURSE, 2018 (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 (%)	
BUSINESS		604	45.8	2,100	240	52.2	2,600
Accountancy; Accountancy & Finance; Accounting & Finance	NP, NYP, SP, TP	73	58.9	2,100	42	65.6	2,447
Business; Business Administration; Business Management; Business Studies; International Business	NP, NYP, SP, TP	73	33.3	2,120	42	39.6	2,700
Culinary & Catering Management; Food & Beverage Business; Restaurant and Culinary Operations	NYP, RP, TP	30	39.0	2,100	s	s	s
Customer Relationship and Service Management	RP	49	54.4	2,055	s	s	s
Hospitality & Tourism Management; Hotel and Hospitality Management; Integrated Events & Project Management; Integrated Events Management; Leisure & Resort Management; Tourism & Resort Management	NP, NYP, RP, SP, TP	164	44.8	2,050	43	49.4	2,500
ART, DESIGN & MEDIA		380	42.4	2,050	202	68.2	2,500
Advertising & Public Relations; Communications & Media Management; Communication and Information Design; Mass Communication; Mass Media Management; Media and Communication; Media Production and Design; New Media	NP, NYP, RP, SP, TP	66	33.7	2,000	37	63.8	2,772
Animation; Animation & 3D Arts; Digital Animation; Digital Film & Television; Digital Media Design [Animation]; Digital Visual Effects; Film, Sound & Video; Motion Graphics & Broadcast Design; Moving Images; Visual Effects; Visual Effects & Motion Graphics	NP, NYP, SP, TP	53	33.1	2,050	32	69.6	2,500
Interior Architecture & Design; Interior Design; Retail & Hospitality Design; Space & Interior Design	NYP, SP, TP	55	65.5	2,200	s	s	s
Communication Design; Visual Communication; Visual Communication & Media Design	NYP, SP, TP	56	50.9	2,000	s	s	s
HUMANITIES & SOCIAL SCIENCES		274	57.7	2,300	92	62.6	2,607
Child Psychology & Early Education; Early Childhood Education; Early Childhood Studies	NP, TP	129	75.0	2,450	s	s	s
Health Management and Promotion; Healthcare Administration	RP	31	55.4	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 2018, comprising mostly females and males who are not liable for National Service (NS) after graduation.
- 3) Post-NS graduates refer to male graduates who had completed their studies in 2015 and their full-time NS between April 2017 and March 2018.
- 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 2018.
- 5) Employment Proportion refers to the full-time permanently employed as a proportion of graduates who have entered the labour market as at 1 October 2018, 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.7 EMPLOYMENT AND GROSS MONTHLY STARTING SALARY OF ITE GRADUATES IN FULL-TIME PERMANENT EMPLOYMENT BY COURSE, 2018

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)	80	41.5	1,770	454	69.0	2,200
Cyber & Network Security	s	s	s	34	64.2	2,200
Electrical Engineering	s	s	s	62	67.4	2,200
Electronics Engineering	s	s	s	85	63.9	2,160
Mechanical Engineering	s	s	s	83	65.4	2,186
Mechatronics Engineering	s	s	s	54	78.3	2,330
Higher Nitec (Business & Services)	171	41.5	1,700	237	62.7	2,200
Accounting	s	s	s	32	55.2	2,280
Business Studies (Administration)	-	-	-	35	67.3	2,000
Higher Nitec (Info & Communications Technology)	30	33.3	1,725	94	53.7	2,200
IT Systems & Network	s	s	s	43	58.1	2,100
Nitec (Engineering)	60	29.3	1,775	365	56.2	2,120
Electronics, Computer Networking & Communications	s	s	s	64	51.6	2,120
Mechanical Technology	s	s	s	34	48.6	2,279
Mechatronics	s	s	s	32	49.2	2,050
Nitec (Business & Services)	170	32.3	1,700	120	61.9	2,095
Nursing	64	54.7	1,800	s	s	s
Nitec (Info & Communications Technology)	s	s	s	79	48.2	2,000
Info-Communications Technology	s	s	s	30	58.8	2,200

Source: Graduate Employment Survey conducted by Institute of Technical Education

Notes :

- 1) Data covered graduates who completed their full-time training in December 2017 and March 2018, and were surveyed on their employment status as at July 2018 and October 2018 respectively (i.e. approximately 6 months after completing their final examinations).
- 2) Fresh graduates refer to those who had completed their studies in the year, comprising mostly females and males who are not liable for National Service (NS) after graduation.
- 3) Post-NS graduates refer to male graduates who had completed their studies in 2015 and their full-time NS between April 2017 and March 2018.
- 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 2018.
- 5) Employment Proportion refers to the full-time permanently employed as a proportion of graduates who have entered the labour market as at 1 October 2018, 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.8 SECONDARY SCHOOL GRADUATES WHO COMPLETED FULL-TIME AND TRAINEESHIP PROGRAMMES
AT INSTITUTE OF TECHNICAL EDUCATION, 2008 – 2018**

Type of Training	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	10,819	11,323	11,608	11,427	11,813	12,183	11,398	13,680	12,800	13,111	13,643
Engineering											
Technical Engineer Diploma	*	*	42	40	40	75	46	52	48	58	66
Higher National ITE Certificate (<i>Higher Nitec</i>)	1,657	1,659	1,857	1,765	1,792	1,765	1,820	2,196	2,265	2,489	2,600
National ITE Certificate (<i>Nitec</i>)	3,954	4,088	3,802	3,824	4,063	3,967	4,019	4,344	3,605	3,555	3,844
Business and Services											
Technical Diploma	*	*	*	*	*	19	15	17	18	17	19
Higher National ITE Certificate (<i>Higher Nitec</i>)	1,422	1,530	1,688	1,682	1,806	1,962	2,017	2,163	2,176	1,981	2,119
National ITE Certificate (<i>Nitec</i>)	2,255	2,536	2,558	2,496	2,467	2,781	1,829	3,052	2,915	3,078	3,081
Info-Communications Technology											
Higher National ITE Certificate (<i>Higher Nitec</i>)	447	469	508	478	549	549	523	692	744	830	769
National ITE Certificate (<i>Nitec</i>)	1,084	1,041	1,153	1,142	1,096	1,065	1,129	1,164	1,029	1,103	1,145

Source : Institute of Technical Education

* Refers to course not offered under the certificate level.

H.9 WORKERS WHO COMPLETED SKILLS TRAINING PROGRAMMES AT INSTITUTE OF TECHNICAL EDUCATION, 2008 – 2018

Type of Training	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	7,032	6,778	5,522	4,958	4,026	3,980	4,281	3,855	2,578	2,949	2,993
Engineering											
Higher National ITE Certificate (<i>Higher Nitec</i>)	177	191	161	113	135	192	195	158	192	189	170
Specialist National ITE Certificate (<i>Specialist Nitec</i>)	-	-	-	-	-	-	-	-	-	8	-
National ITE Certificate (<i>Nitec</i>)	540	496	656	280	329	542	571	521	310	298	370
ITE Skills Certificate (ISC)	4,983	5,141	3,508	3,384	2,679	2,188	2,526	2,363	1,127	1,722	1,342
Business and Services											
Higher National ITE Certificate (<i>Higher Nitec</i>)	345	300	386	240	150	119	105	104	79	92	86
National ITE Certificate (<i>Nitec</i>)	385	197	261	203	155	503	343	214	204	197	330
ITE Skills Certificate (ISC)	550	408	518	709	550	410	503	468	607	365	623
Info-Communications Technology											
Higher National ITE Certificate (<i>Higher Nitec</i>)	19	18	8	9	13	13	24	13	15	30	18
National ITE Certificate (<i>Nitec</i>)	33	27	24	20	15	13	14	14	44	48	54

Source : Institute of Technical Education

Notes :

- 1) Data refer to the number of workers who graduated or completed their programmes, unless otherwise stated.
- 2) Data exclude other short and customised courses not classified within the stated categories.

H.10 PERSONS WHO COMPLETED CONTINUING ACADEMIC EDUCATION COURSES AT INSTITUTE OF TECHNICAL EDUCATION, 2008 – 2018

Type of Training	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	8,429	2,814	2,355	1,925	1,957	1,091	930	772	853	755	726
Basic Education for Skills Training (BEST)	3,804	*	*	*	*	*	*	*	*	*	*
Worker Improvement through Secondary Education (WISE)	1,913	*	*	*	*	*	*	*	*	*	*
Continuing Education (Secondary)	2,712	2,814	2,355	1,925	1,957	1,091	930	772	853	755	726

Source: Institute of Technical Education

* Refers to course not offered under the certificate level.

Note :

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.

H.11 PERSONS WHO PASSED SKILLS EVALUATION TESTS AND PUBLIC EXAMINATIONS AT INSTITUTE OF TECHNICAL EDUCATION, 2008 – 2018

Type of Training	Number										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL	5,645	4,492	3,259	2,792	2,819	2,484	1,615	1,253	831	651	333
Skills											
Skills Evaluation Test Level 2	565	408	327	240	175	172	139	16	-	32	-
Skills Evaluation Test Level 1	5,032	4,084	2,932	2,552	2,644	2,312	1,476	1,237	831	619	333
Worker Education											
Basic Education for Skills Training (BEST) ¹	26	*	*	*	*	*	*	*	*	*	*
Worker Improvement through Secondary Education (WISE) ¹	22	*	*	*	*	*	*	*	*	*	*

Source : Institute of Technical Education

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

¹ BEST and WISE public examinations were phased out in 2009.

**H.12 SINGAPORE WORKFORCE SKILLS QUALIFICATIONS (WSQ) TRAINEES BY AGE,
HIGHEST QUALIFICATION ATTAINED AND SEX, 2011 – 2018**

	2011	2012	2013	2014	2015	2016	2017	Number 2018
TOTAL	192,249	198,322	231,009	267,423	267,655	289,699	310,491	327,996
Age (Years)								
Under 20	10,860	11,575	13,641	14,221	16,016	13,515	18,597	21,607
20 – 29	37,056	40,260	45,947	52,170	54,876	56,649	65,219	61,703
30 – 39	44,643	46,722	52,223	56,622	56,326	57,849	56,487	56,205
40 – 49	44,489	43,950	50,793	56,065	53,375	58,179	58,635	60,570
50 – 59	38,461	37,916	45,233	54,096	50,673	56,543	58,822	63,575
60 – 69	13,560	14,812	18,990	27,614	29,108	36,787	40,638	47,828
70 & Over	3,180	3,087	4,182	6,635	7,281	10,177	12,093	16,508
Highest Qualification Attained								
Below Primary	5,695	5,531	8,863	12,074	16,136	16,454	16,993	21,309
Primary	28,343	28,516	26,391	33,538	25,031	25,732	24,546	24,872
Lower Secondary	27,824	22,120	26,606	30,313	27,975	31,491	34,274	36,776
Secondary	54,012	55,977	60,134	64,020	60,786	64,041	67,141	70,332
Post Secondary	12,663	17,318	20,601	21,856	25,276	27,755	32,080	29,183
Professional Qualification and Other Diploma	8,624	9,620	10,744	14,030	11,839	14,634	15,057	14,963
Polytechnic Diploma	17,224	19,790	24,144	26,612	31,610	32,133	41,764	42,125
Degree & Above	23,926	27,144	34,032	45,011	48,395	56,295	57,893	59,478
Others/ Not Reported	13,938	12,306	19,494	19,969	20,607	21,164	20,743	28,958
Sex								
Female	98,582	101,438	109,391	120,818	122,291	133,816	134,715	142,266
Male	90,364	95,154	119,170	144,166	143,142	153,730	173,394	183,670
Not Reported	3,303	1,730	2,448	2,439	2,222	2,153	2,382	2,060

Source : SkillsFuture Singapore

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

H.13 SINGAPORE WORKFORCE SKILLS QUALIFICATIONS (WSQ) TRAINEES BY LEVEL OF WSQ STATEMENT OF ATTAINMENT, 2011 – 2018

Level of WSQ Statement of Attainment	Number							
	2011	2012	2013	2014	2015	2016	2017	2018
Total	192,249	198,322	231,009	267,423	267,655	289,699	310,491	327,996
Certificate	147,901	155,148	164,867	188,700	190,680	203,627	220,810	226,721
Higher Certificate	11,678	7,294	11,146	10,728	13,457	15,743	17,478	26,856
Advanced Certificate	48,433	31,628	45,699	55,944	50,727	60,041	61,907	71,782
Diploma	23,363	19,771	32,873	36,117	35,887	41,918	46,436	52,796
Specialist Diploma	5,417	5,760	7,604	8,790	7,902	9,514	10,986	14,664
Graduate Certificate	1,029	751	784	756	483	580	488	594
Graduate Diploma	390	393	550	738	847	980	1,007	653

Source : SkillsFuture Singapore

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.14 PROFESSIONAL CONVERSION PROGRAMME (PCP) PLACEMENTS, 2012 – 2018

								Number
	2012	2013	2014	2015	2016	2017	2018	
Number of Placements	810	1,052	994	881	1,331	3,773	4,973	

Source : Workforce Singapore

Note :

PCPs run by Employment and Employability Institute (e2i) are included from 2016 onwards.

H.15 KEY INDICATORS OF EMPLOYMENT AND EMPLOYABILITY INSTITUTE (e2i), 2008 – 2018

												Number
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	
Total Number of Workers Assisted	20,616	53,347	40,466	45,985	58,024	65,439	81,898	81,362	84,057	79,816	106,354	
Number of Workers Placed	11,709	17,127	14,716	19,287	11,752	10,434	8,741	9,488	10,017	10,561	11,221	
Number of Workers Upgraded in Jobs	8,907	36,220	25,750	26,698	46,272	55,005	73,157	71,874	74,040	69,255	95,133	

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.



INCOME, WAGES AND EARNINGS

I.1 CHANGE IN VALUE ADDED PER WORKER BY INDUSTRY¹, 2008 – 2018

Industry (SSIC 2015)	Per Cent										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL²	-7.2	-2.6	10.9	2.4	0.5	0.7	0.1	0.7	1.9	3.9	2.4
Total² (excluding Construction)	-6.7	-2.4	11.3	2.3	0.8	1.6	0.2	0.5	2.1	3.5	1.9
Goods Producing Industries	-11.8	-0.4	23.8	5.4	-2.2	-3.2	1.2	-2.1	4.0	10.8	7.9
Manufacturing	-11.2	1.5	32.2	7.6	-1.1	0.1	2.6	-2.7	7.0	13.8	8.3
Construction	2.9	8.8	3.5	0.6	2.1	-6.5	3.0	4.2	-1.5	-5.2	0.7
Services Producing Industries	-3.5	-3.7	7.0	2.0	1.6	3.1	0.0	0.8	0.2	1.2	0.9
Wholesale & Retail Trade	-1.3	-5.5	13.5	3.4	3.6	3.6	0.9	2.0	0.2	1.7	1.5
Transportation & Storage	-2.5	-9.5	4.8	2.7	1.4	-1.1	-1.4	0.0	0.0	2.5	-2.0
Accommodation & Food Services	-7.7	-7.7	9.9	6.0	0.3	-0.8	-2.0	-2.6	0.9	0.0	2.0
Information & Communications	-1.3	2.0	0.9	-2.9	3.0	2.5	1.3	-5.5	1.8	3.0	0.7
Finance & Insurance	-11.0	-1.9	5.8	0.1	1.2	12.7	3.9	0.3	-2.5	2.9	3.4
Business Services	-3.4	-0.5	2.9	1.6	-0.2	0.9	-3.1	4.2	2.4	-0.8	0.5
Other Services Industries	-3.5	0.5	7.0	0.6	-0.4	-0.9	-0.8	-1.3	0.5	0.4	-0.5

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

¹ Based on Gross Value Added in Chained (2015) Dollars.

² Based on Gross Domestic Product in Chained (2015) Dollars.

I.2 CHANGE IN VALUE ADDED PER ACTUAL HOUR WORKED BY INDUSTRY¹, 2010 – 2018

Industry (SSIC 2015)	Per Cent								
	2010	2011	2012	2013	2014	2015	2016	2017	2018
TOTAL²	9.1	4.2	0.2	1.1	1.8	1.9	2.4	4.7	3.6
Manufacturing	28.0	9.5	-1.6	0.6	3.9	-1.5	8.1	14.9	9.8
Construction	2.1	1.5	1.1	-6.9	4.4	6.7	-1.8	-2.7	1.7
Wholesale & Retail Trade	11.6	6.3	2.8	5.0	3.5	3.3	1.4	2.4	2.9
Transportation & Storage	3.3	5.0	2.0	-0.5	0.5	-0.5	1.8	3.5	0.4
Accommodation & Food Services	9.1	8.8	-0.2	0.5	0.1	0.1	1.6	0.6	4.9
Information & Communications	-1.7	-1.3	3.0	3.0	3.7	-4.7	3.0	1.6	2.3
Finance & Insurance	2.7	1.8	1.5	13.1	5.2	1.5	-0.9	3.4	4.1
Business Services	2.1	2.7	-0.3	1.3	-1.5	6.0	3.4	0.1	1.3
Other Services Industries	6.5	2.5	-0.4	-0.8	0.5	-0.7	0.0	0.5	0.0

Sources : Ministry of Trade and Industry and
Manpower Research and Statistics Department,
Ministry of Manpower

¹ Based on Gross Value Added in Chained (2015) Dollars.

² Based on Gross Domestic Product in Chained (2015) Dollars.

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