

# **LABOUR MARKET SECOND QUARTER 2014**



**MINISTRY OF  
MANPOWER**

Manpower Research and Statistics Department  
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## Manpower Research and Statistics Department

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*To provide timely and reliable  
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to facilitate informed decision-making within the government and community-at-large*

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## **Notations**

- : nil or negligible
- <sup>a</sup> : Adjusted figures for 2007
- Q : Quarter
- M : March
- J : June
- S : September
- D : December
- p : provisional

## **Abbreviations**

- CPF : Central Provident Fund
- LFS : Labour Force Survey
- MOM : Ministry of Manpower
- MTI : Ministry of Trade and Industry
- PMETs : Professionals, Managers, Executives & Technicians
- Prod & Tpt Op, Cleaners & Labourers : Production & Transport Operators, Cleaners & Labourers
- Prof, Mgrs, Execs & Tech : Professionals, Managers, Executives & Technicians
- SSIC : Singapore Standard Industrial Classification
- SSOC : Singapore Standard Occupation Classification

## Highlights

- The overall seasonally adjusted unemployment was stable over the quarter at 2.0% in June 2014, while the rate improved slightly for residents from 2.9% to 2.8% and citizens from 3.0% to 2.9%. An estimated 81,800 residents, including 72,700 Singapore citizens, were unemployed in June 2014. The seasonally adjusted figures were 60,900 for residents and 54,500 for citizens.
- Long-term unemployment rate improved over the year. 13,900 residents making up 0.6% of the resident labour force had been looking for work for at least 25 weeks in June 2014, down from 15,400 or 0.7% a year ago.
- Total employment grew by 27,700 in the second quarter of 2014, moderating from the growth of 33,700 in the same quarter last year, but broadly comparable to the 28,300 in the first quarter of 2014. This brought total employment to 3,549,900 in June 2014, which was 3.8% higher than a year ago. This year-on-year rate of growth in total employment moderated from 4.0% a quarter ago.
- 2,410 workers were made redundant in the second quarter of 2014. This was lower than the 3,110 workers laid off in the preceding quarter and 3,080 in the second quarter of 2013. The rate of re-entry into employment within six months of redundancy improved slightly, after declining in the previous quarter. Based on CPF records, 53% of the residents made redundant in the first quarter of 2014 secured employment by June 2014, up from 51% experienced by the previous cohort (laid off in the fourth quarter of 2013) in March 2014.
- Job openings increased in June 2014. The seasonally adjusted job vacancies climbed by 3.3% in June 2014, after moderating in March 2014 (3.0%), from September (5.8%) and December 2013 (9.2%). Job openings continued to outnumber job seekers. The seasonally adjusted ratio of job vacancies to unemployed persons rose to 136 openings per 100 job seekers in June 2014 from 133 in March 2014, though this was still below the high of 143 in December 2013.

## Overview

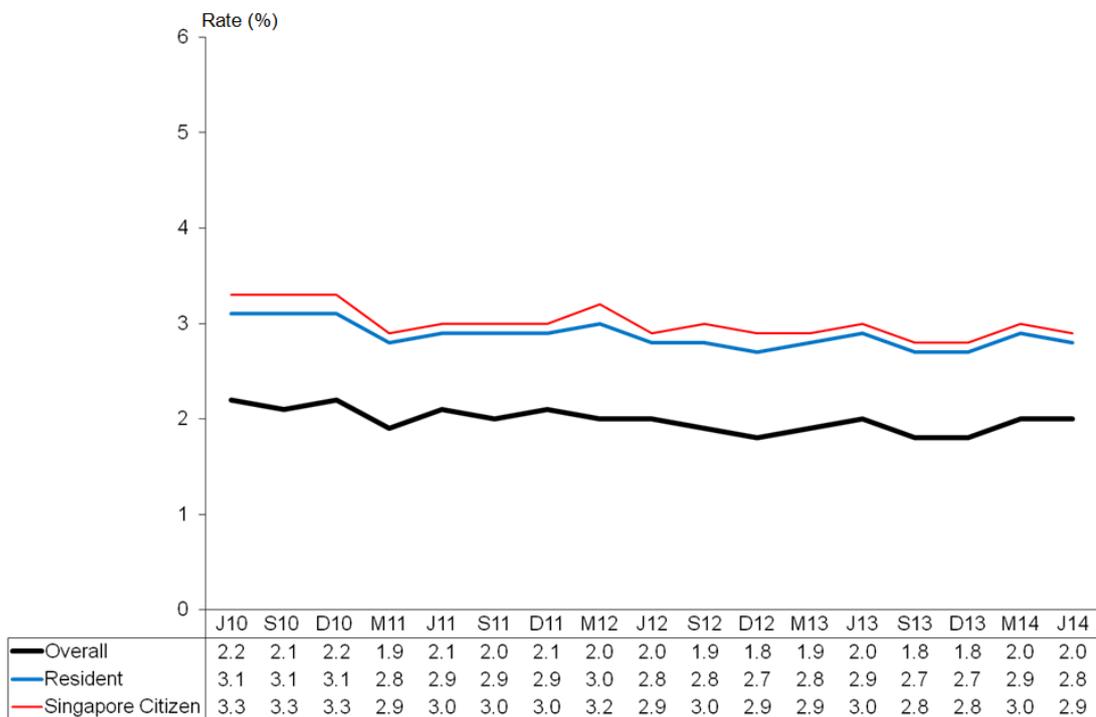
Unemployment remained low, with job openings continuing to outnumber job seekers in June 2014. Layoffs declined for the second consecutive quarter, while the rate of re-entry into employment improved slightly.

## Unemployment

### *Unemployment remained low*

The overall seasonally adjusted unemployment was stable over the quarter at 2.0% in June 2014, while the rate improved slightly for residents from 2.9% to 2.8% and citizens from 3.0% to 2.9%. An estimated 81,800 residents, including 72,700 Singapore citizens, were unemployed in June 2014. The seasonally adjusted figures were 60,900 for residents and 54,500 for citizens.

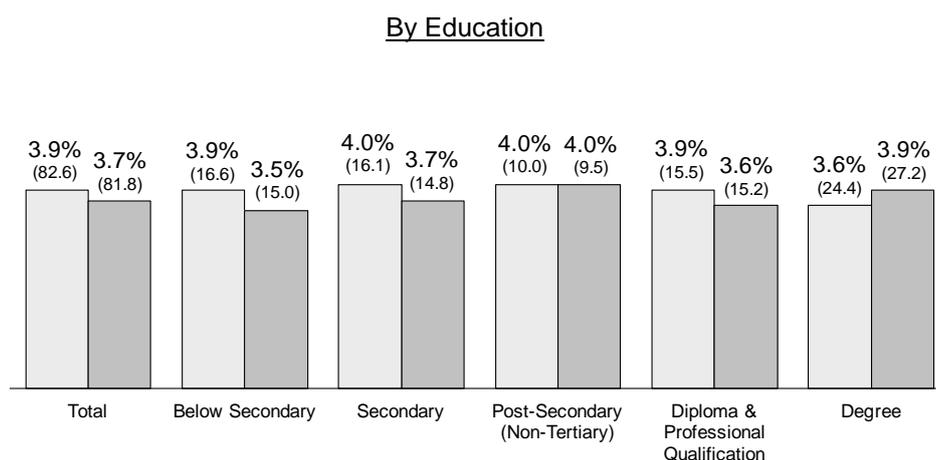
Chart 1: Unemployment Rate  
(Seasonally Adjusted)



On a non-seasonally adjusted basis, the resident unemployment rate improved from 3.9% in June 2013 to 3.7% in June 2014. The improvement was driven by residents with secondary or lower qualifications, and diploma & professional qualification holders while the unemployment rate for degree holders rose, after improving over the year in the previous two quarters. Reflecting their large composition in the resident labour force, one in three (33% or 27,200) unemployed residents in June 2014 were degree holders, surpassing other educational groups.

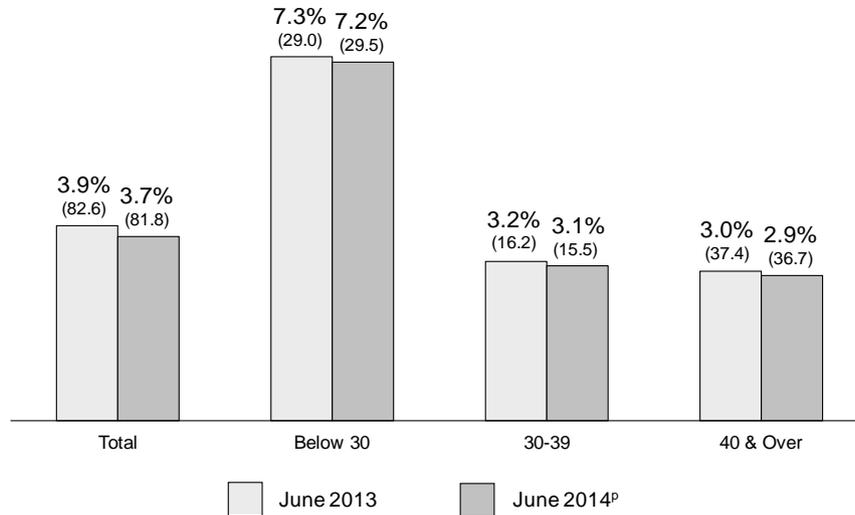
Unemployment rate for all age groups improved over the year. Reflecting an ageing labour force, mature residents aged 40 & over formed the largest share among the unemployed residents in June 2014 at 45% (or 36,700), even though their unemployment rate was below the resident average.<sup>1</sup>

Chart 2: Resident Unemployment Rate And Number By Education And Age (Non-Seasonally Adjusted)



<sup>1</sup> The unemployment rate for all residents was pulled up by the greater extent of job search among younger residents, many of whom are new entrants to the labour market and even after starting work tend to change jobs more frequently than those older.

By Age



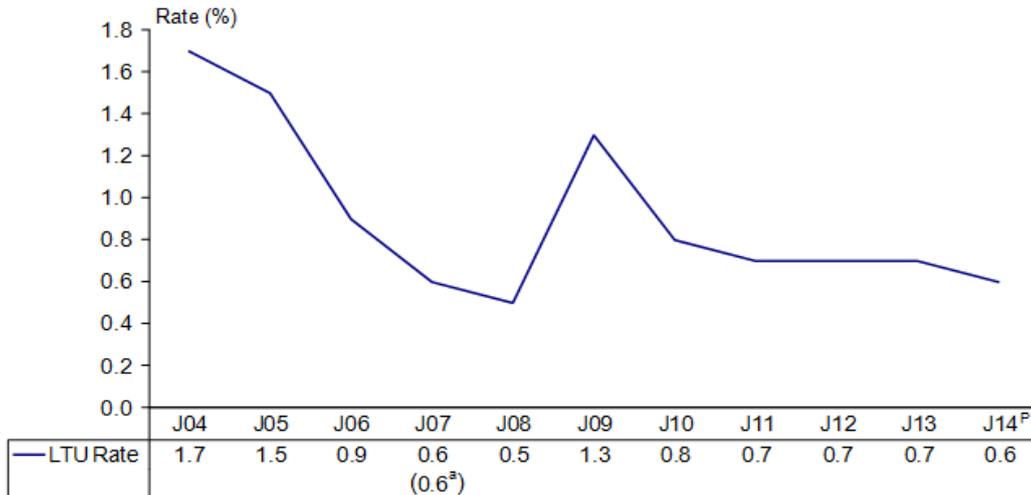
<sup>P</sup> Breakdown of the data by education and age are provisional

Note: Figures in brackets refer to the number of unemployed in thousands. They may not add up to the total due to rounding.

**Long-term unemployment improved over the year**

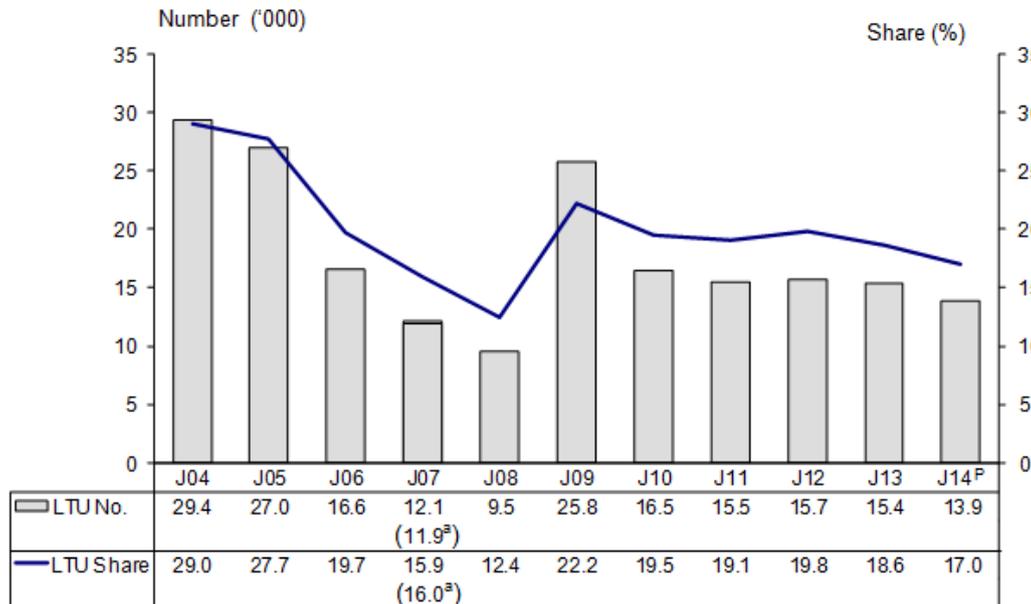
Long-term unemployment improved over the year. 13,900 residents making up 0.6% of the resident labour force had been looking for work for at least 25 weeks in June 2014, down from 15,400 or 0.7% a year ago. The share of long-term unemployed among resident job seekers also decreased from 19% to 17% over the year, as the number of long-term unemployed residents fell at a faster pace than the number of unemployed residents.

Chart 3: Resident Long-Term Unemployment Rate  
(Non-Seasonally Adjusted)



<sup>P</sup> provisional

Chart 4: Number And Share Of Resident Long-Term Unemployed  
(Non-Seasonally Adjusted)



<sup>P</sup> provisional

<sup>a</sup> June 2007 data have been adjusted based on latest revised population estimates from DOS to facilitate comparisons with June 2008 onwards.

Source: Labour Force Survey, Manpower Research and Statistics Department, MOM, except data for June 2005 which were obtained from the General Household Survey conducted by the Department of Statistics, MTI.

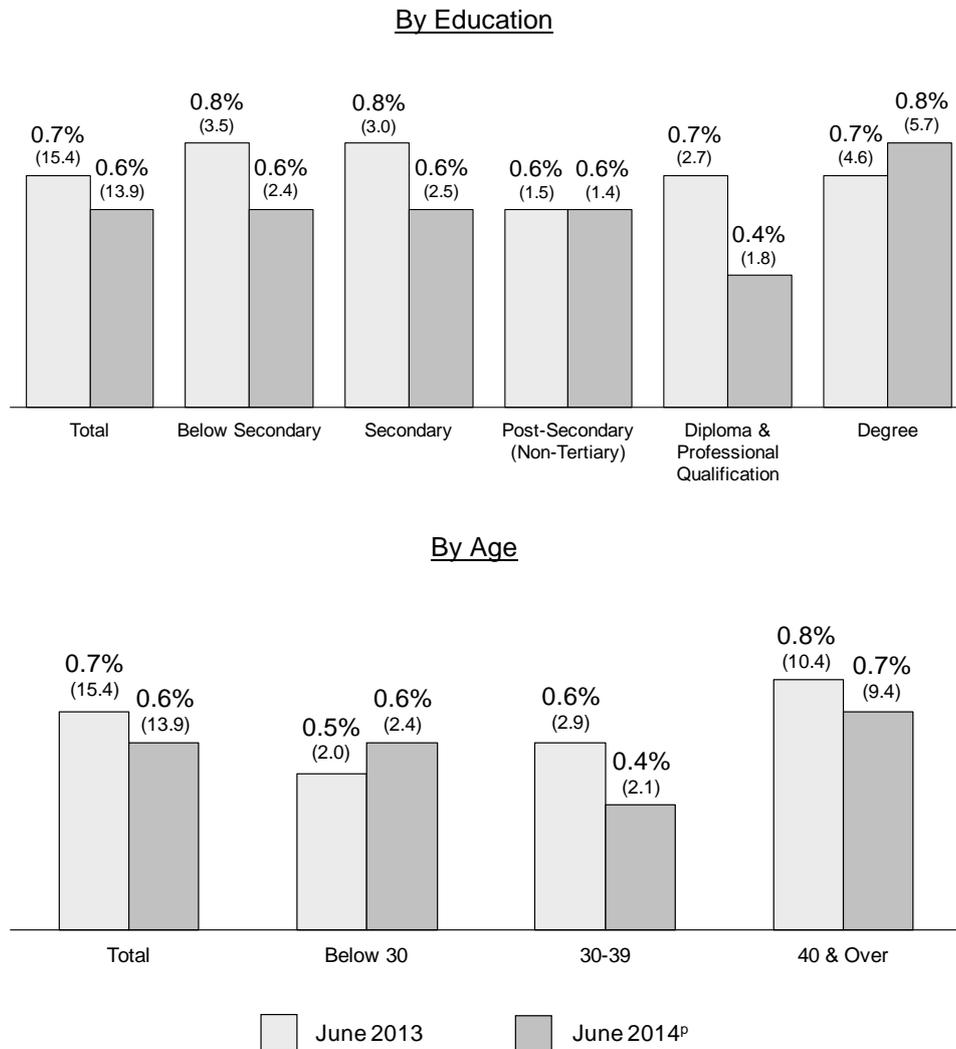
Notes:

- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) The share represents the long-term unemployed as a proportion of unemployed residents.

Similar to the unemployment rate, the long-term unemployment rate improved for residents with secondary or lower qualifications and diploma & professional qualification holders, but increased for degree holders. The latter made up four in ten (41% or 5,700) of the long-term unemployed residents in June 2014.

Residents in their 30s and older experienced improvement in long-term unemployment rate over the year, which more than offset the increase for younger residents aged below 30. Notwithstanding their improvement, mature residents aged 40 & over still had higher long-term unemployment rate than younger residents. Coupled with their high representation in the resident labour force, mature residents formed around two-thirds (68% or 9,400) of the long-term unemployed residents in June 2014.

Chart 5: Resident Long-Term Unemployment Rate And Number By Education And Age (Non-Seasonally Adjusted)



<sup>P</sup> provisional

Note: Figures in brackets refer to the number of long-term unemployed in thousands. They may not add up to the total due to rounding.

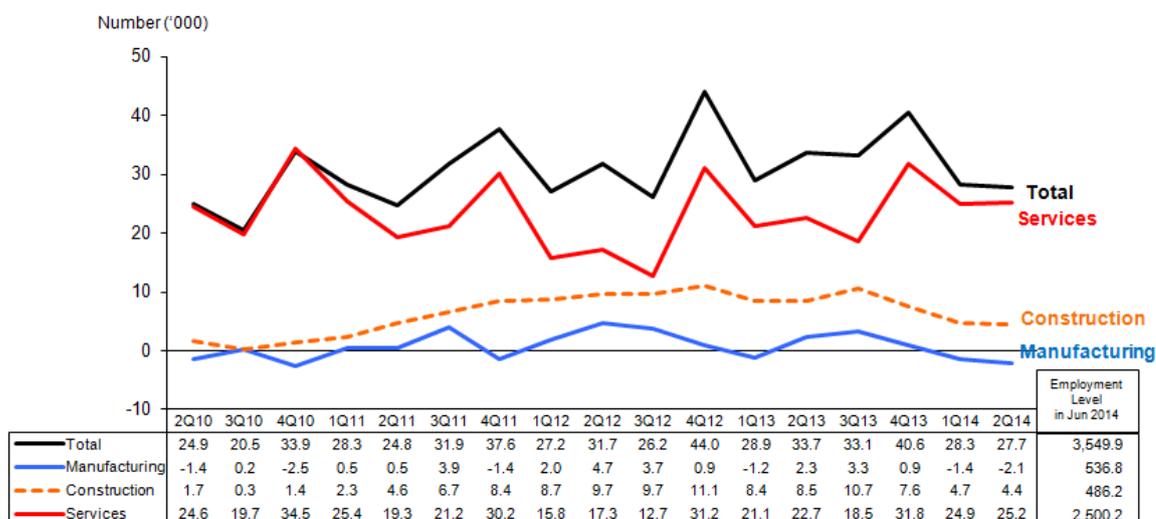
## Employment

### Employment growth moderated

Total employment grew by 27,700 in the second quarter of 2014, moderating from the growth of 33,700 in the same quarter last year, but broadly comparable to the 28,300 in the first quarter of 2014. This brought total employment to 3,549,900 in June 2014, which was 3.8% higher than a year ago. This year-on-year rate of growth in total employment moderated from 4.0% a quarter ago.

Services (25,200) continued to drive employment growth in the second quarter this year, especially in community, social & personal services (5,800), administrative & support services (5,300) and professional services (4,000). Construction employment rose by 4,400, while manufacturing shed 2,100 workers.

Chart 6: Employment Change By Sector



Notes:

- (1) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (2) The industries are classified based on SSIC 2010.

Table 1: Total Employment Change By Industry

Industry	Quarterly Change						Employment Level in Jun 2014
	2013				2014		
	1Q	2Q	3Q	4Q	1Q	2Q	
Total	28.9	33.7	33.1	40.6	28.3	27.7	3,549.9
Manufacturing	-1.2	2.3	3.3	0.9	-1.4	-2.1	536.8
Construction	8.4	8.5	10.7	7.6	4.7	4.4	486.2
Services	21.1	22.7	18.5	31.8	24.9	25.2	2,500.2
Wholesale & Retail Trade	2.6	-1.1	3.2	8.4	2.3	2.0	484.0
Transportation & Storage	2.5	3.6	1.4	1.3	1.9	2.6	231.0
Accommodation & Food Services	-0.1	2.2	1.1	6.6	-0.1	1.1	227.7
Information & Communications	1.5	4.6	1.1	0.9	1.0	1.4	115.9
Financial & Insurance Services	1.9	-1.3	2.2	1.9	2.4	1.3	191.4
Real Estate Services	0.7	-0.4	-0.6	0.7	1.9	1.8	92.5
Professional Services	3.4	5.5	4.8	1.3	3.0	4.0	229.4
Administrative & Support Services	2.2	4.9	1.2	3.2	1.9	5.3	194.5
Community, Social & Personal Services	6.3	5.0	4.3	7.5	10.7	5.8	733.8
Others	0.5	0.2	0.6	0.3	0.1	0.1	26.7

## Notes:

- (1) Others includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste management.
- (2) Data may not add up to the total due to rounding.
- (3) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.

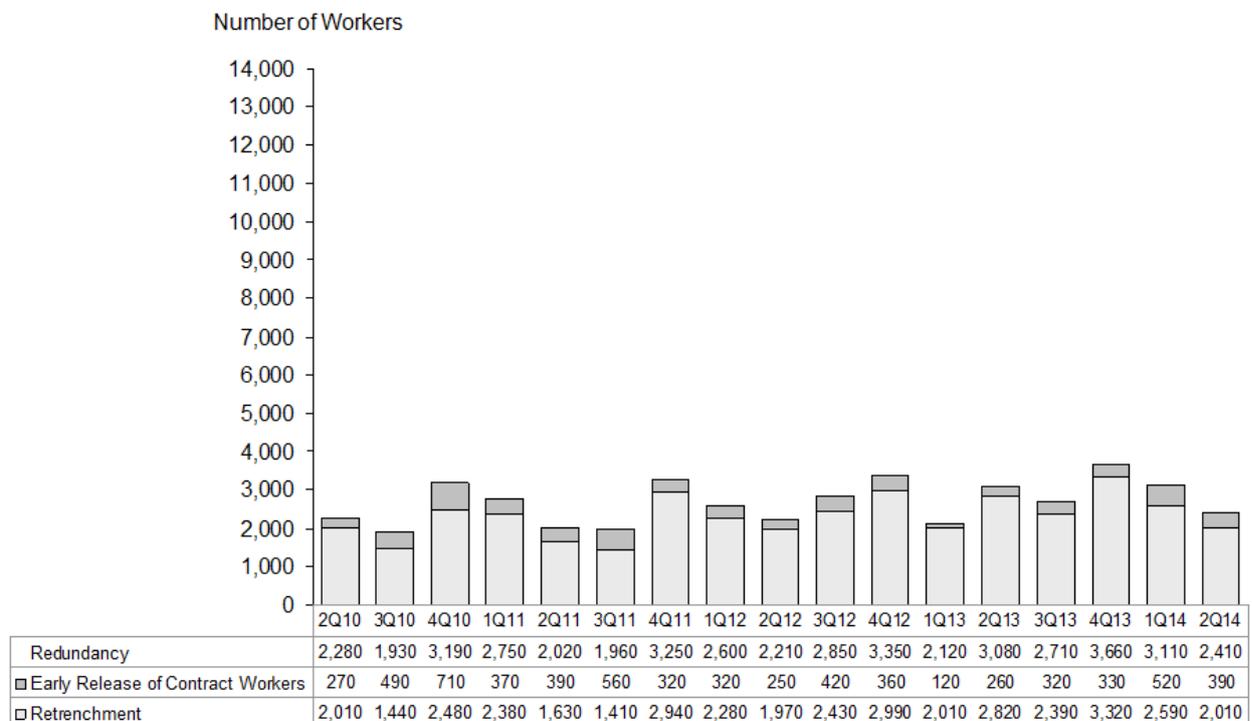
## Redundancy

### Layoffs declined for second consecutive quarter

2,410 workers were made redundant in the second quarter of 2014. This was lower than the 3,110 workers laid off in the preceding quarter and 3,080 in the second quarter of 2013.

Redundancy declined from the preceding quarter across all major sectors. Services (1,420 or 59%) formed the majority of the layoffs in the second quarter, followed by manufacturing (710 or 29%) and construction (280 or 12%).

Chart 7: Redundancy



Notes:

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

PMETs formed about seven in ten (72%) of residents laid off in the second quarter of 2014, followed by production & related workers (17%) and clerical, sales & service workers (11%). Two in three (66%) of the residents affected were mature workers aged 40 & over.

Table 2: Profile Of Residents Made Redundant, Second Quarter 2014

Characteristics	Per Cent Residents Made Redundant, 2Q14
Total	100.0
<u>Sex</u>	
Males	50.9
Females	49.1
<u>Age Group</u>	
Below 30	8.4
30 – 39	25.9
40 & Over	65.7
<u>Educational Attainment</u>	
Below Secondary	10.4
Secondary	16.5
Post Secondary (Non-Tertiary)	5.9
Diploma & Professional Qualification	20.6
Degree	46.6
<u>Occupational Group</u>	
Professionals, Managers, Executives & Technicians	72.5
Clerical, Sales & Service Workers	10.9
Production & Transport Operators, Cleaners & Labourers	16.6

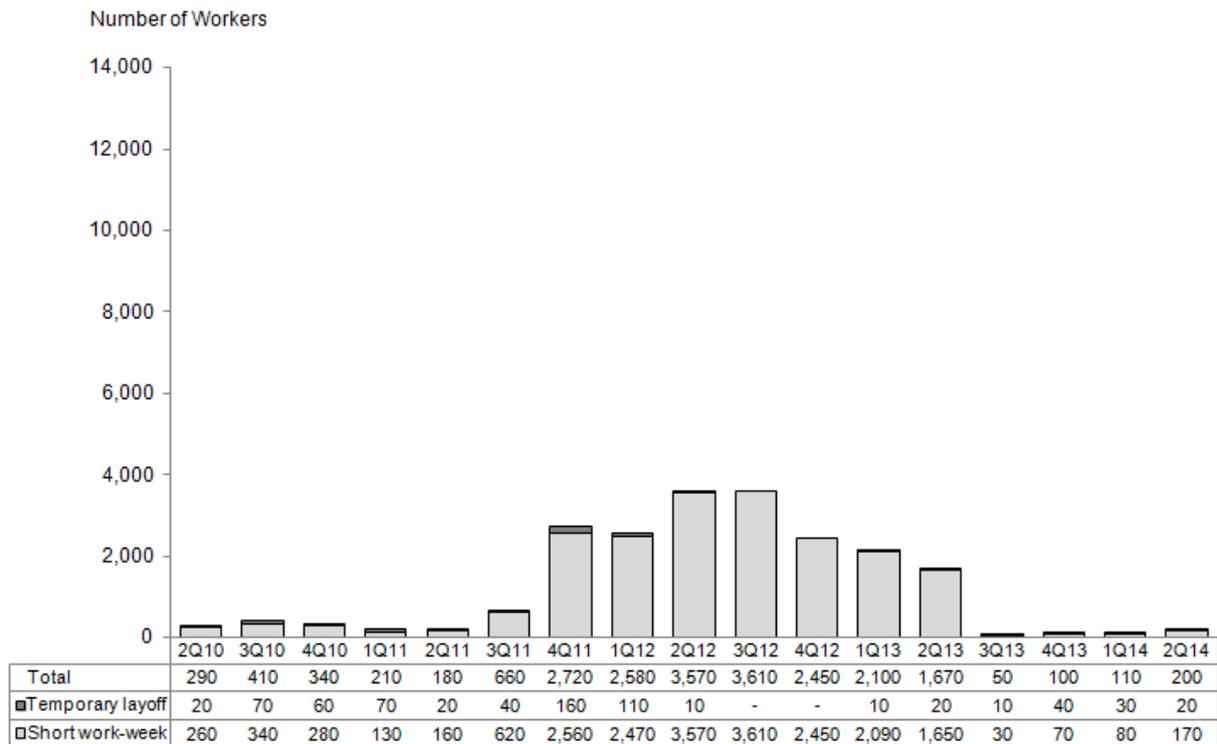
## Notes:

- (1) Data on residents made redundant 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.

**Workers on short work-week/temporary layoff still substantially lower than in the same period last year, despite increasing for the third consecutive quarter**

The number of workers on short work-week or temporary layoff rose for the third consecutive quarter to 200 in the second quarter of 2014. Nevertheless, this was still substantially lower than the 1,670 in the second quarter of 2013.

Chart 8: Number Of Workers On Short Work-week Or Temporary Layoff



- : nil or negligible.

Notes:

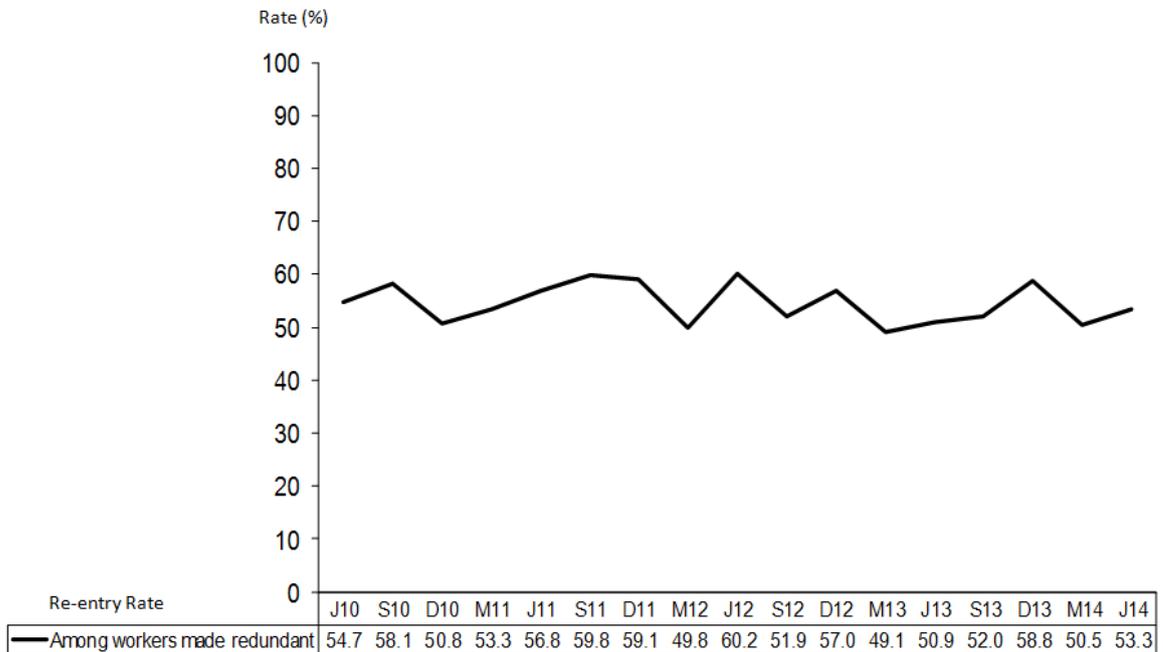
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

## Re-entry Into Employment<sup>2</sup>

### *Rate of re-entry into employment improved slightly*

The rate of re-entry into employment within six months of redundancy improved slightly, after declining in the previous quarter. Based on CPF records, 53% of the residents made redundant in the first quarter of 2014 secured employment by June 2014, up from 51% experienced by the previous cohort (laid off in the fourth quarter of 2013) in March 2014.

Chart 9: Rate Of Re-entry Into Employment Of Residents Made Redundant (Within Six Months Of Redundancy)

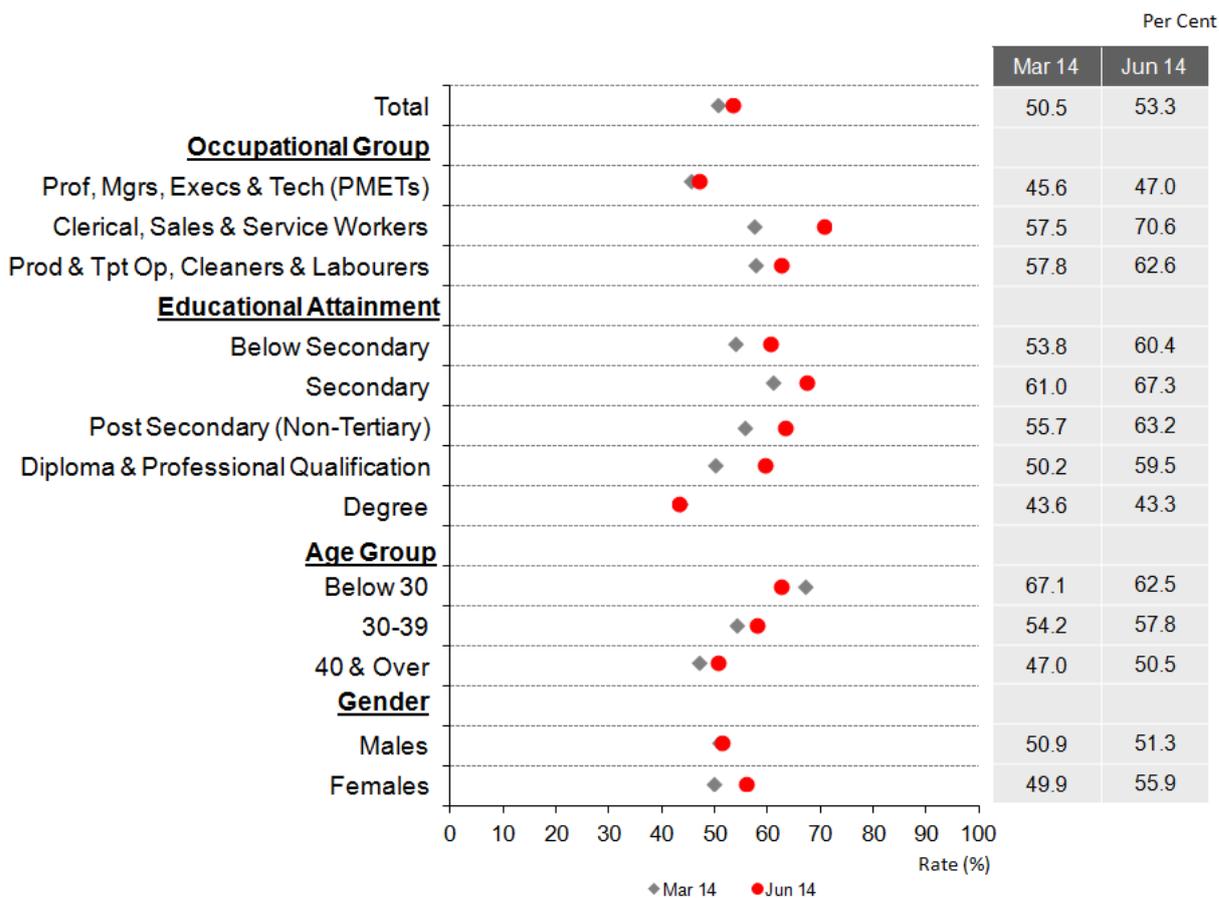


Note: Data refer to re-entry rates as at end of quarter for residents made redundant in the previous quarter.

<sup>2</sup> Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who went into self or informal employment or undergo training while looking for a job.

The increase was generally broad-based. Residents displaced from clerical, sales & service jobs showed the most improvement, with seven in ten of them securing employment by June 2014, far exceeding the rates for the other occupational groups. Those displaced from PMET positions continued to have below-average re-entry rates as they generally spent more time seeking jobs that matched their skills, qualifications and salary expectations.

Chart 10: Rate Of Re-entry Into Employment Of Residents Made Redundant (Within Six Months Of Redundancy)



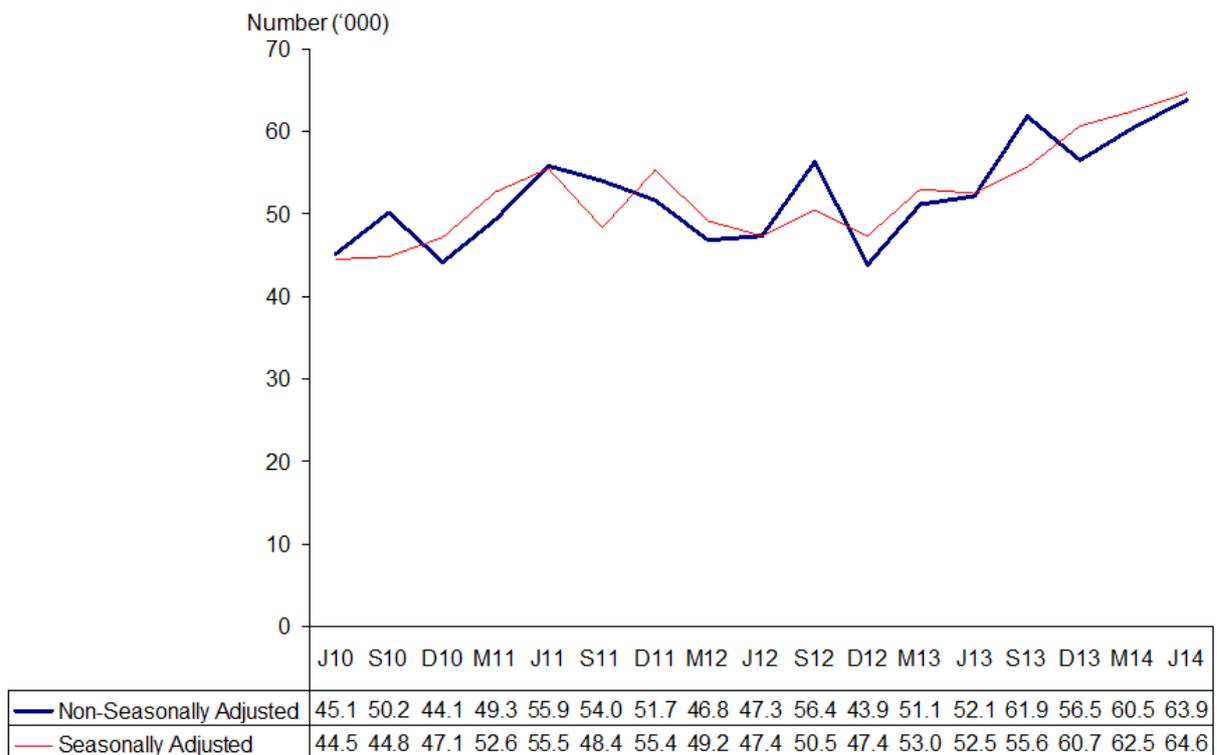
Note: Data pertain to residents who were made redundant by private sectors establishments (each with at least 25 employees) and the public sector in the fourth quarter of 2013 / first quarter of 2014 who re-entered employment by March 2014 / June 2014 respectively.

## Job Vacancy

### More job openings available for job seekers

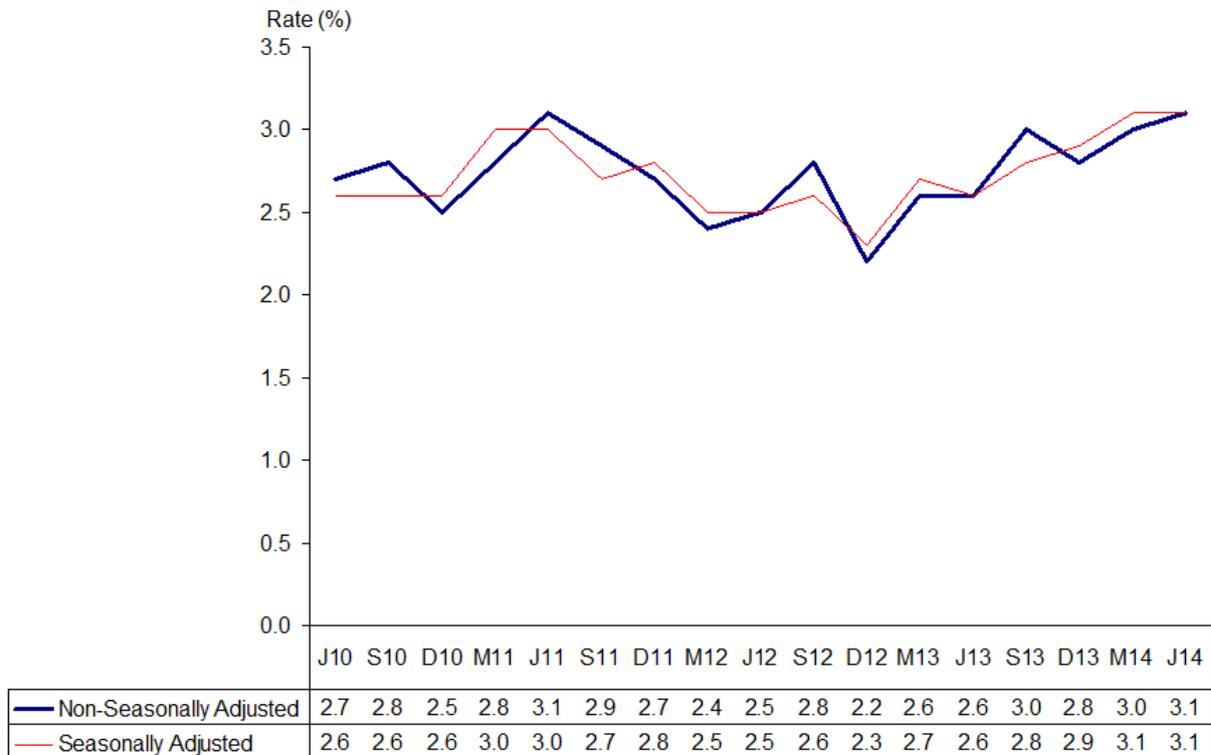
Job openings increased in June 2014. The seasonally adjusted job vacancies climbed by 3.3% in June 2014, after moderating in March 2014 (3.0%), from September (5.8%) and December 2013 (9.2%). On a non-seasonally adjusted basis, there were more vacancies in June 2014 (63,900 or 3.1% of manpower demand) compared to a year ago (52,100 or 2.6%).

Chart 11: Job Vacancy



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

Chart 12: Job Vacancy Rate

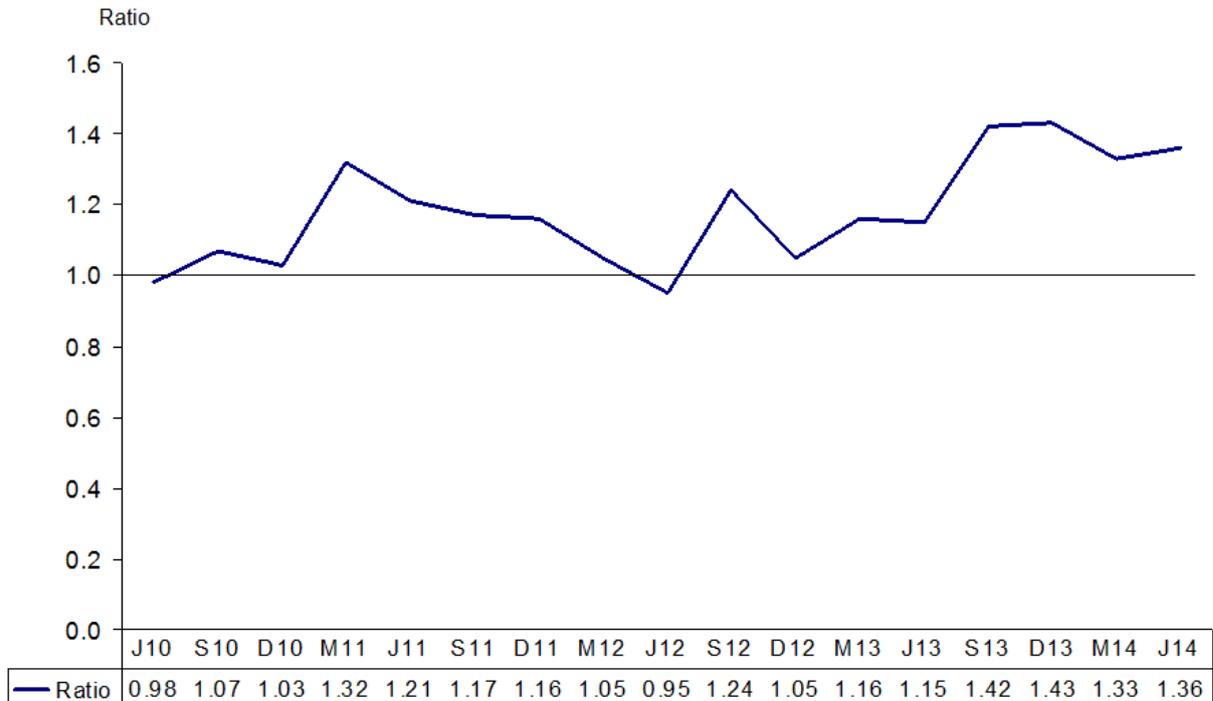


Note: Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Openings were available across the skill levels in June 2014. 29,100 or 45% of the vacancies were for professionals, managers, executives and technicians (PMETs) and 34,800 or 55% were for non-PMETs. The latter comprised 17,800 (or 28%) openings for clerical, services & sales workers and 17,000 (or 27%) for production, transport operators, cleaners & labourers.

Job openings continued to outnumber job seekers. The seasonally adjusted ratio of job vacancies to unemployed persons rose to 136 openings per 100 job seekers in June 2014 from 133 in March 2014, though this was still below the high of 143 in December 2013.

Chart 13: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees have the same vacancy rate as those with 25-49 employees.

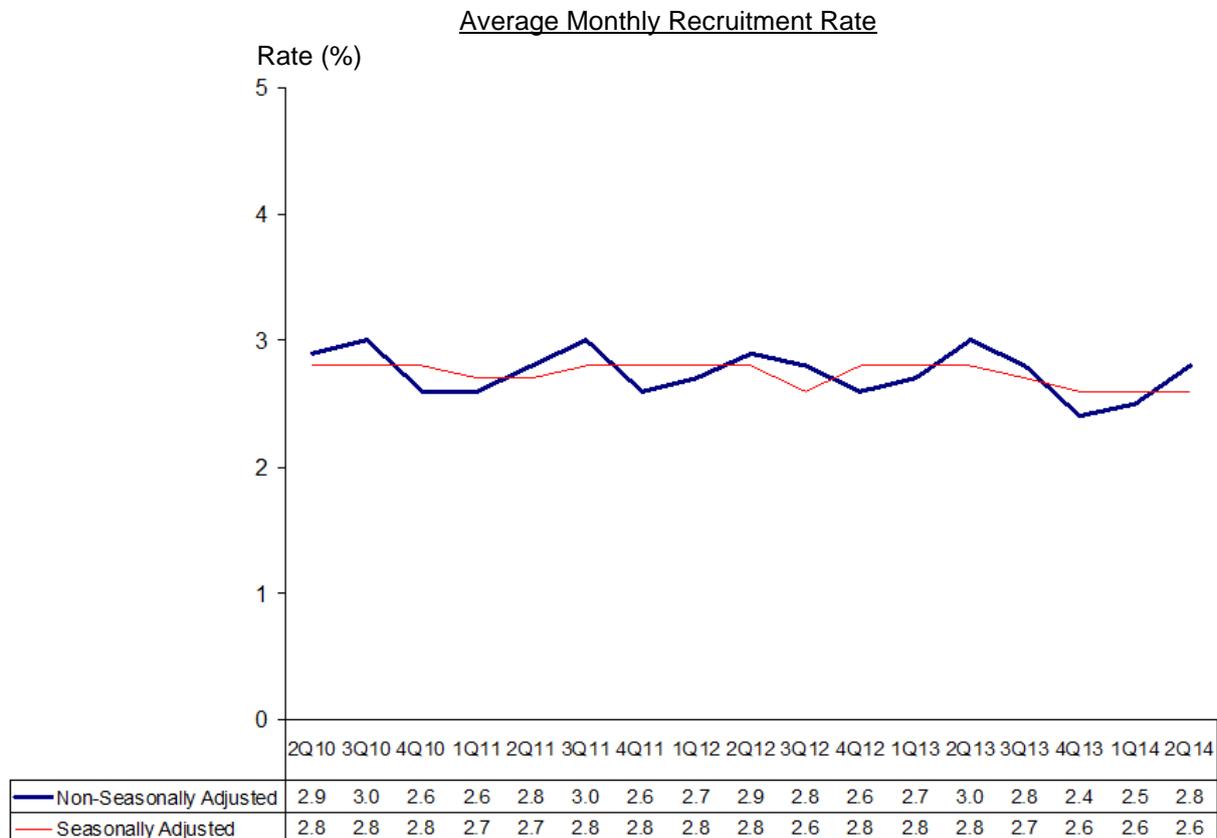
## Labour Turnover

### *Labour turnover held steady for third straight quarter*

Labour turnover remained stable as the seasonally adjusted average monthly recruitment and resignation rates stayed at 2.6% and 2.0% respectively in the second quarter of 2014.

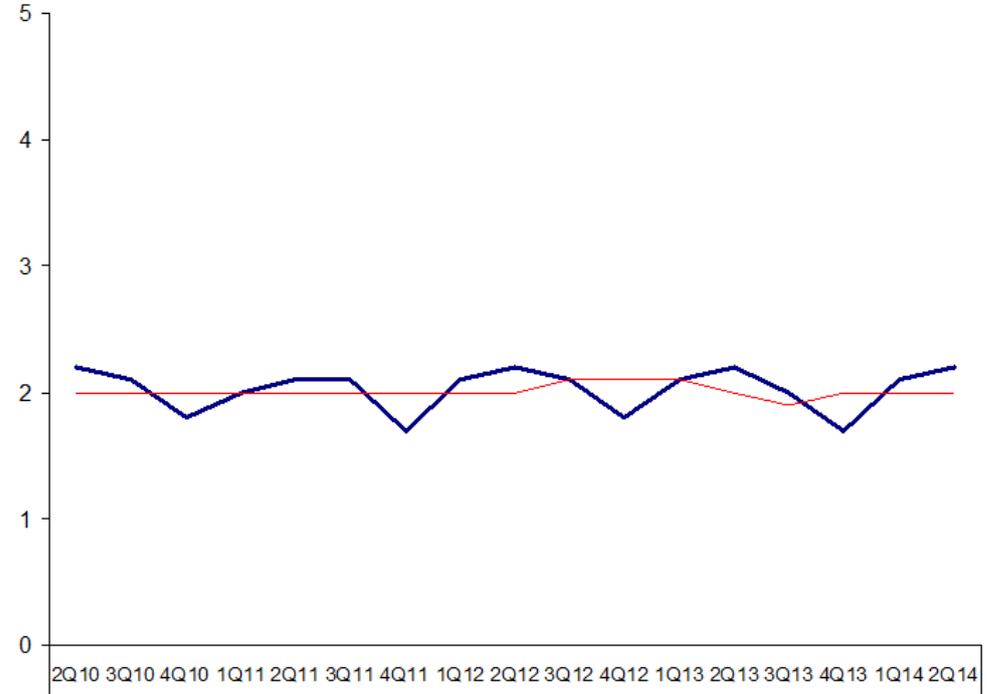
On a non-seasonally adjusted basis, the recruitment rate edged down by 0.2%-point over the year to 2.8% in the second quarter of 2014, while the resignation rate stayed at 2.2%.

Chart 14: Average Monthly Recruitment And Resignation Rates



Average Monthly Resignation Rate

Rate (%)



— Non-Seasonally Adjusted	2.2	2.1	1.8	2.0	2.1	2.1	1.7	2.1	2.2	2.1	1.8	2.1	2.2	2.0	1.7	2.1	2.2
— Seasonally Adjusted	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.1	2.1	2.1	2.0	1.9	2.0	2.0	2.0

Notes:

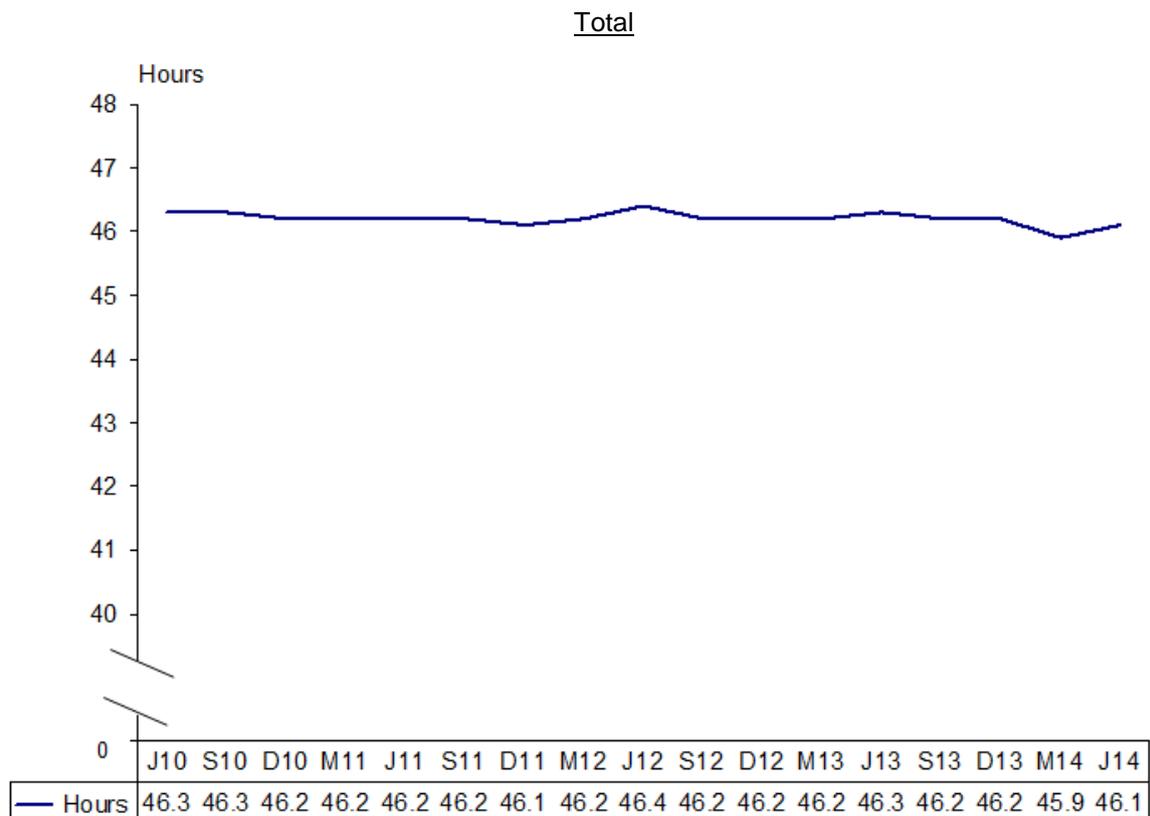
- (1) Data pertain to private establishment (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of person who resigned / who were recruited in a month divided by the average number of employees in the establishment.

## Hours Worked

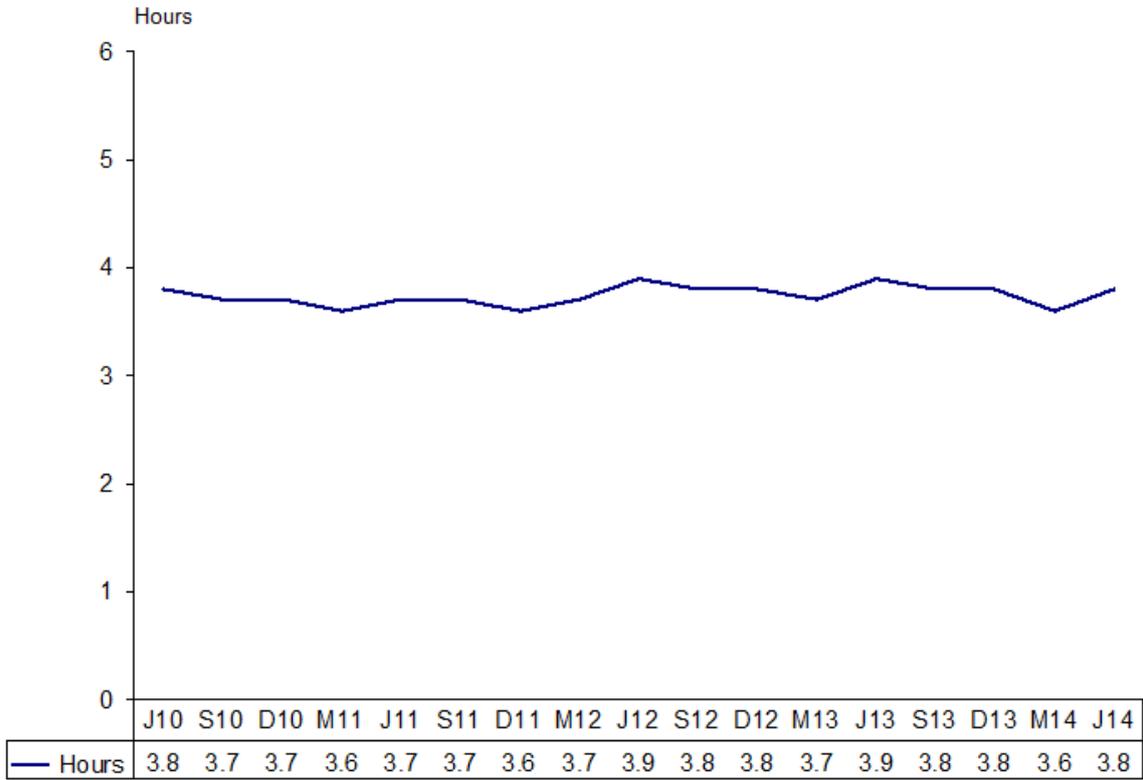
### *Paid hours worked per employee rose slightly*

The average total weekly paid hours worked per employee inched up to 46.1 hours in June 2014 from 45.9 hours a quarter ago, reflecting a longer paid overtime from 3.6 to 3.8 hours.

Chart 15: Average Weekly Paid Hours Worked Per Employee



Overtime



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

## 1.1 UNEMPLOYMENT

### RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2011	2012	2013	2013			2014	
				Jun	Sep	Dec	Mar	Jun <sup>P</sup>
<b>TOTAL</b>	2.9	2.8	2.8	3.9	2.2	2.3	2.7	3.7
				(2.9)	(2.7)	(2.7)	(2.9)	(2.8)
<b>GENDER</b>								
Males	2.6	2.7	2.7	3.4	2.3	2.3	2.6	3.5
Females	3.2	3.1	2.9	4.4	2.2	2.3	2.9	4.1
<b>AGE GROUP (YEARS)</b>								
Below 30	5.0	5.1	5.2	7.3	3.9	4.3	4.4	7.2
30 - 39	2.4	2.2	2.2	3.2	1.9	1.6	2.4	3.1
40 & Over	2.4	2.3	2.2	3.0	1.8	1.9	2.3	2.9
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	2.8	2.6	2.4	3.9	1.6	2.3	2.8	3.5
Secondary	3.5	2.9	2.9	4.0	2.0	2.4	2.9	3.7
Post-Secondary (Non-Tertiary)	3.2	3.5	3.5	4.0	3.1	3.4	2.5	4.0
Diploma & Professional Qualification	2.7	2.8	2.7	3.9	2.4	1.8	2.9	3.6
Degree	2.6	2.7	2.8	3.6	2.5	2.2	2.5	3.9

( ) seasonally adjusted

p : provisional

Source : Labour Force Survey, MOM

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

## 1.2 UNEMPLOYMENT

### UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2011	2012	2013	2013			2014	
				Jun	Sep	Dec	Mar	Jun <sup>P</sup>
				<b>TOTAL</b>	<b>60.6</b>	<b>60.0</b>	<b>59.8</b>	<b>82.6</b>
				<b>(61.7)</b>	<b>(57.2)</b>	<b>(58.2)</b>	<b>(62.5)</b>	<b>(60.9)</b>
<b>GENDER</b>								
Males	30.6	31.2	32.1	40.7	27.0	27.8	30.9	41.6
Females	30.0	28.8	27.7	41.9	21.3	22.6	28.4	40.2
<b>AGE GROUP (YEARS)</b>								
Below 30	21.0	21.1	21.3	29.0	16.2	18.2	18.1	29.5
30 - 39	12.6	11.9	11.2	16.2	10.1	8.5	12.2	15.5
40 & Over	26.9	27.1	27.3	37.4	22.1	23.7	29.0	36.7
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	12.8	11.9	10.7	16.6	7.2	10.4	12.2	15.0
Secondary	14.9	12.4	11.9	16.1	8.5	10.3	12.9	14.8
Post-Secondary (Non-Tertiary)	7.4	7.7	7.9	10.0	6.5	7.3	5.5	9.5
Diploma & Professional Qualification	10.1	11.1	10.7	15.5	9.6	7.5	12.2	15.2
Degree	15.4	17.0	18.6	24.4	16.4	14.9	16.5	27.2

( ) seasonally adjusted

p : provisional

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.

Source : Labour Force Survey, MOM

### 1.3 LONG-TERM UNEMPLOYMENT

RESIDENT LONG-TERM UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	Per Cent							
	2011	2012	2013	2013			2014	
				Jun	Sep	Dec	Mar	Jun <sup>P</sup>
<b>TOTAL</b>	0.6	0.6	0.6	0.7	0.6	0.6	0.6	0.6
<b>GENDER</b>								
Males	0.6	0.7	0.7	0.8	0.6	0.7	0.7	0.7
Females	0.5	0.6	0.5	0.6	0.5	0.4	0.4	0.6
<b>AGE GROUP (YEARS)</b>								
Below 30	0.5	0.5	0.6	0.5	0.6	0.6	0.4	0.6
30 - 39	0.5	0.5	0.5	0.6	0.6	0.5	0.5	0.4
40 & Over	0.7	0.7	0.7	0.8	0.6	0.6	0.7	0.7
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	0.6	0.6	0.5	0.8	0.3	0.3	0.6	0.6
Secondary	0.7	0.6	0.6	0.8	0.4	0.4	0.6	0.6
Post-Secondary (Non-Tertiary)	0.5	0.7	0.7	0.6	0.8	1.0	0.7	0.6
Diploma & Professional Qualification	0.6	0.6	0.6	0.7	0.6	0.5	0.6	0.4
Degree	0.5	0.6	0.8	0.7	0.8	0.7	0.5	0.8

p : provisional

Source : Labour Force Survey, MOM

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

## 1.4 LONG-TERM UNEMPLOYMENT

### LONG-TERM UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2011	2012	2013	2013			2014	
				Jun	Sep	Dec	Mar	Jun <sup>P</sup>
				<b>TOTAL</b>	<b>12.2</b>	<b>12.6</b>	<b>13.4</b>	<b>15.4</b>
<b>GENDER</b>								
Males	7.1	7.4	8.3	9.6	7.7	7.9	8.8	8.1
Females	5.0	5.2	5.1	5.7	4.9	4.2	4.1	5.8
<b>AGE GROUP (YEARS)</b>								
Below 30	2.0	2.3	2.4	2.0	2.6	2.4	1.8	2.4
30 - 39	2.3	2.4	2.7	2.9	3.1	2.4	2.3	2.1
40 & Over	7.9	8.0	8.3	10.4	6.8	7.4	8.7	9.4
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	2.7	2.5	2.1	3.5	1.5	1.4	2.6	2.4
Secondary	3.0	2.7	2.3	3.0	1.8	1.8	2.7	2.5
Post-Secondary (Non-Tertiary)	1.2	1.5	1.6	1.5	1.8	2.1	1.5	1.4
Diploma & Professional Qualification	2.0	2.1	2.5	2.7	2.5	2.0	2.3	1.8
Degree	3.2	3.8	5.1	4.6	5.0	4.9	3.7	5.7

p : provisional

Source : Labour Force Survey, 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.

## 2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2010)	Total Employment Change								Total Employment Level in Jun 2014
	2011	2012	2013	2013			2014		
				2Q	3Q	4Q	1Q	2Q	
<b>TOTAL</b>	<b>122.6</b>	<b>129.1</b>	<b>136.2</b>	<b>33.7</b>	<b>33.1</b>	<b>40.6</b>	<b>28.3</b>	<b>27.7</b>	<b>3 549.9</b>
<b>C10-32 MANUFACTURING</b>	<b>3.4</b>	<b>11.4</b>	<b>5.3</b>	<b>2.3</b>	<b>3.3</b>	<b>0.9</b>	<b>-1.4</b>	<b>-2.1</b>	<b>536.8</b>
C10-12 Food, Beverages & Tobacco	0.6	1.8	2.1	-	0.7	1.0	0.4	0.6	41.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	-0.5	-1.0	-1.3	-0.5	-0.4	-0.2	0.1	-0.1	37.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	-1.4	11.1	1.4	-0.3	0.4	1.2	-0.4	-1.4	63.5
C25,28 Fabricated Metal Products, Machinery & Equipment	4.1	1.7	0.7	0.1	0.6	0.4	0.2	0.7	109.8
C26 Electronic, Computer & Optical Products	-4.7	-3.1	-2.5	0.1	-0.4	-0.6	-1.4	-0.5	87.9
C29-30 Transport Equipment	5.8	0.5	4.1	1.9	2.5	-0.8	-0.4	-1.9	134.4
Other Manufacturing Industries	-0.3	0.4	0.8	0.9	-0.1	-0.1	0.2	0.6	62.1
<b>F41-43 CONSTRUCTION</b>	<b>22.0</b>	<b>39.1</b>	<b>35.2</b>	<b>8.5</b>	<b>10.7</b>	<b>7.6</b>	<b>4.7</b>	<b>4.4</b>	<b>486.2</b>
<b>G-U SERVICES</b>	<b>96.1</b>	<b>77.0</b>	<b>94.1</b>	<b>22.7</b>	<b>18.5</b>	<b>31.8</b>	<b>24.9</b>	<b>25.2</b>	<b>2 500.2</b>
G46-47 WHOLESALE AND RETAIL TRADE	15.9	10.1	13.1	-1.1	3.2	8.4	2.3	2.0	484.0
G46 Wholesale Trade	8.8	3.1	9.2	1.4	2.5	2.5	2.5	1.4	320.5
G47 Retail Trade	7.1	7.0	3.9	-2.6	0.7	5.9	-0.2	0.6	163.5
H49-53 TRANSPORTATION AND STORAGE	6.7	8.6	8.8	3.6	1.4	1.3	1.9	2.6	231.0
H49,5221 Land Transport & Supporting Services	1.3	2.5	2.7	0.9	0.4	0.5	0.5	0.6	88.8
H50,5222, 5225 Water Transport & Supporting Services	1.3	0.6	2.2	0.8	0.5	0.1	0.4	1.1	50.6
H51,5223 Air Transport & Supporting Services	1.8	2.1	1.5	0.6	0.3	0.4	-	-0.1	28.9
Other Transportation & Storage Services	2.2	3.5	2.5	1.3	0.3	0.4	0.9	1.0	62.7
I55-56 ACCOMMODATION AND FOOD SERVICES	9.2	8.0	9.7	2.2	1.1	6.6	-0.1	1.1	227.7
I55 Accommodation	1.3	1.5	0.4	-0.4	0.8	0.6	-0.4	-0.5	34.6
I56 Food & Beverage Services	7.8	6.5	9.3	2.5	0.3	6.0	0.3	1.6	193.1
J58-63 INFORMATION AND COMMUNICATIONS	8.0	0.9	8.1	4.6	1.1	0.9	1.0	1.4	115.9
J58-61 Telecommunications, Broadcasting & Publishing	1.2	-0.8	2.8	2.1	0.4	0.1	0.3	0.5	40.5
J62-63 IT & Other Information Services	6.8	1.7	5.4	2.5	0.7	0.8	0.7	0.9	75.4
K64-66 FINANCIAL AND INSURANCE SERVICES	10.9	6.5	4.6	-1.3	2.2	1.9	2.4	1.3	191.4
K64 & 66 (excl.662) Financial Services	10.4	5.4	3.9	-1.4	2.1	1.5	1.9	0.3	159.5
K65 & 662 Insurance Services	0.5	1.1	0.7	0.1	0.1	0.3	0.5	1.0	31.9
L68 REAL ESTATE SERVICES	3.1	4.8	0.4	-0.4	-0.6	0.7	1.9	1.8	92.5
M69-75 PROFESSIONAL SERVICES	10.7	9.0	14.9	5.5	4.8	1.3	3.0	4.0	229.4
M69-70 Legal, Accounting & Management Services	4.6	2.7	7.8	2.3	2.9	0.5	1.4	2.2	109.8
M71 Architectural & Engineering Services	3.2	3.6	4.0	2.2	0.9	0.4	0.3	0.1	64.8
Other Professional Services	2.9	2.7	3.2	1.0	1.0	0.4	1.3	1.6	54.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.2	8.7	11.4	4.9	1.2	3.2	1.9	5.3	194.5
N80 Security & Investigation	1.9	2.3	1.3	1.1	0.2	-0.1	0.7	0.6	38.9
N81 Cleaning & Landscaping	0.3	3.7	3.0	0.1	0.8	1.0	-0.8	1.9	48.1
Other Administrative & Support Services	5.0	2.7	7.1	3.6	0.2	2.3	2.0	2.9	107.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	24.3	20.4	23.1	5.0	4.3	7.5	10.7	5.8	733.8
O84,P85 Public Administration & Education	7.5	9.9	6.3	0.7	0.9	1.5	4.5	0.1	229.9
Q86-88 Health & Social Services	7.5	9.0	8.5	2.9	1.7	2.0	2.0	2.6	125.5
R90-93 Arts, Entertainment & Recreation	3.4	-1.6	-1.2	-1.1	-0.4	0.9	0.4	0.6	54.4
S,T,U Other Community, Social & Personal Services	5.9	3.0	9.6	2.4	2.1	3.1	3.8	2.5	324.0
<b>A,B,D,E,V OTHERS*</b>	<b>1.1</b>	<b>1.5</b>	<b>1.5</b>	<b>0.2</b>	<b>0.6</b>	<b>0.3</b>	<b>0.1</b>	<b>0.1</b>	<b>26.7</b>

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

Source : Administrative Records

- : nil or negligible

Notes :

- 1) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 2) Data may not add up to the total due to rounding.

### 3.1 REDUNDANCY

#### WORKERS MADE REDUNDANT BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Workers							
				2013			2014				
				2Q	3Q	4Q	1Q	2Q			
				2011	2012	2013					
<b>TOTAL</b>				<b>9 990</b>	<b>11 010</b>	<b>11 560</b>	<b>3 080</b>	<b>2 710</b>	<b>3 660</b>	<b>3 110</b>	<b>2 410</b>
<b>INDUSTRY (SSIC 2010)</b>											
<b>C10-32</b>	<b>MANUFACTURING</b>			<b>4 460</b>	<b>4 050</b>	<b>5 000</b>	<b>1 630</b>	<b>1 250</b>	<b>1 430</b>	<b>820</b>	<b>710</b>
C10-12	Food, Beverages & Tobacco			10	30	40	10	20	-	50	-
C17,18,22	Paper / Rubber / Plastic Products & Printing			660	590	380	110	150	80	70	20
C19-21	Petroleum, Chemical & Pharmaceutical Products			330	240	220	10	40	170	60	30
C25,28	Fabricated Metal Products, Machinery & Equipment			630	750	660	210	180	80	190	180
C26	Electronic, Computer & Optical Products			2 060	1 820	2 490	720	580	910	190	240
C29-30	Transport Equipment			180	130	220	70	60	90	60	70
	Other Manufacturing Industries			600	510	980	500	230	120	200	160
<b>F41-43</b>	<b>CONSTRUCTION</b>			<b>1 050</b>	<b>650</b>	<b>1 120</b>	<b>250</b>	<b>260</b>	<b>480</b>	<b>400</b>	<b>280</b>
<b>G-U</b>	<b>SERVICES</b>			<b>4 430</b>	<b>6 300</b>	<b>5 430</b>	<b>1 190</b>	<b>1 200</b>	<b>1 740</b>	<b>1 890</b>	<b>1 420</b>
G46-47	WHOLESALE AND RETAIL TRADE			1 050	1 830	1 280	270	320	430	460	370
G46	Wholesale Trade			750	1 270	1 180	250	310	360	430	360
G47	Retail Trade			300	560	100	20	-	70	30	10
H49-53	TRANSPORTATION AND STORAGE			230	280	450	80	110	160	120	110
H49,5221	Land Transport & Supporting Services			70	10	10	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services			70	150	140	30	50	60	80	80
H51,5223	Air Transport & Supporting Services			30	10	100	30	50	-	10	-
	Other Transportation & Storage Services			70	110	200	20	20	100	40	30
I55-56	ACCOMMODATION AND FOOD SERVICES			350	270	220	60	40	70	270	40
I55	Accommodation			210	100	10	-	10	-	240	-
I56	Food & Beverage Services			140	170	210	60	40	70	30	40
J58-63	INFORMATION AND COMMUNICATIONS			480	710	800	220	120	270	330	140
J58-61	Telecommunications, Broadcasting & Publishing			250	340	480	130	50	180	120	60
J62-63	IT & Other Information Services			220	370	330	90	70	90	220	80
K64-66	FINANCIAL AND INSURANCE SERVICES			860	1 380	1 270	260	290	400	250	360
K64 & 66 (excl.662)	Financial Services			790	1 310	1 230	250	270	400	250	340
K65 & 662	Insurance Services			70	80	40	10	10	-	-	20
L68	REAL ESTATE SERVICES			130	60	30	-	20	10	10	50
M69-75	PROFESSIONAL SERVICES			940	1 230	960	210	190	240	330	270
M69-70	Legal, Accounting & Management Services			450	560	590	140	110	180	250	230
M71	Architectural & Engineering Services			200	470	240	60	20	30	50	20
	Other Professional Services			290	200	120	20	60	30	40	20
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			130	300	240	60	60	80	90	40
N80	Security & Investigation			-	20	-	-	-	-	40	-
N81	Cleaning & Landscaping			20	20	10	10	-	-	10	-
	Other Administrative & Support Services			110	260	230	50	60	80	50	40
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			260	240	190	40	50	80	20	40
O84,P85	Public Administration & Education			10	50	30	10	-	10	10	30
Q86-88	Health & Social Services			-	40	10	-	-	10	-	-
R90-93	Arts, Entertainment & Recreation			50	100	40	10	10	10	-	10
S,T,U	Other Community, Social & Personal Services			190	60	120	20	30	50	20	10
<b>A,B,D,E,V</b>	<b>OTHERS*</b>			<b>50</b>	<b>10</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>											
	Professionals, Managers, Executives & Technicians			4 170	5 960	6 430	1 770	1 390	1 810	1 710	1 370
	Clerical, Sales & Service Workers			1 080	1 480	1 140	280	210	420	430	210
	Production & Transport Operators, Cleaners & Labourers			4 750	3 570	4 000	1 020	1 100	1 430	970	830

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

Source : Labour Market Survey, MOM

- : nil or negligible

Notes :

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

## 3.2 REDUNDANCY

WORKERS MADE REDUNDANT BY INDUSTRY, REASONS FOR REDUNDANCY  
AND OCCUPATIONAL GROUP, SECOND QUARTER 2014

		Reasons For Redundancy						Occupational Group				
Industry (SSIC 2010)		Recession/ Down- turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restruc- turing	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labour- ers
<b>TOTAL</b>		<b>250</b>	<b>550</b>	<b>940</b>	<b>1 370</b>	<b>200</b>	<b>160</b>	<b>20</b>	<b>2 410</b>	<b>1 370</b>	<b>210</b>	<b>830</b>
<b>C10-32 MANUFACTURING</b>		<b>60</b>	<b>110</b>	<b>400</b>	<b>210</b>	<b>170</b>	<b>30</b>	<b>-</b>	<b>710</b>	<b>220</b>	<b>40</b>	<b>450</b>
C10-12	Food, Beverages & Tobacco	-	-	-	-	-	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	10	10	10	-	-	-	20	-	-	20
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	10	10	10	10	-	-	30	10	10	10
C25,28	Fabricated Metal Products, Machinery & Equipment	20	60	100	50	30	30	-	180	70	-	110
C26	Electronic, Computer & Optical Products	-	-	110	130	130	-	-	240	100	30	120
C29-30	Transport Equipment	30	20	20	10	-	-	-	70	20	-	50
	Other Manufacturing Industries	-	10	160	-	-	-	-	160	10	-	150
<b>F41-43 CONSTRUCTION</b>		<b>90</b>	<b>190</b>	<b>90</b>	<b>10</b>	<b>-</b>	<b>80</b>	<b>-</b>	<b>280</b>	<b>20</b>	<b>-</b>	<b>260</b>
<b>G-U SERVICES</b>		<b>110</b>	<b>240</b>	<b>450</b>	<b>1 150</b>	<b>40</b>	<b>50</b>	<b>20</b>	<b>1 420</b>	<b>1 120</b>	<b>160</b>	<b>130</b>
G46-47	WHOLESALE AND RETAIL TRADE	20	90	160	310	-	10	10	370	290	30	40
G46	Wholesale Trade	20	90	150	310	-	10	10	360	290	30	40
G47	Retail Trade	-	-	10	10	-	-	-	10	-	-	-
H49-53	TRANSPORTATION AND STORAGE	10	40	40	60	-	-	-	110	40	30	30
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	-	30	40	40	-	-	-	80	30	20	30
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	-	10	-	20	-	-	-	30	10	10	-
I55-56	ACCOMMODATION AND FOOD SERVICES	20	10	20	-	-	-	10	40	-	30	-
I55	Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	20	10	20	-	-	-	10	40	-	30	-
J58-63	INFORMATION AND COMMUNICATIONS	-	-	50	110	20	20	-	140	130	10	-
J58-61	Telecommunications, Broadcasting & Publishing	-	-	40	40	-	-	-	60	50	10	-
J62-63	IT & Other Information Services	-	-	10	60	20	20	-	80	70	10	-
K64-66	FINANCIAL AND INSURANCE SERVICES	20	10	110	390	-	-	-	360	340	20	-
K64 & 66 (excl.662)	Financial Services	20	10	110	370	-	-	-	340	320	20	-
K65 & 662	Insurance Services	-	-	-	20	-	-	-	20	20	-	-
L68	REAL ESTATE SERVICES	-	-	30	30	-	-	-	50	20	-	30
M69-75	PROFESSIONAL SERVICES	30	50	30	230	10	-	-	270	240	20	10
M69-70	Legal, Accounting & Management Services	30	40	30	200	10	-	-	230	210	20	10
M71	Architectural & Engineering Services	-	10	-	10	-	-	-	20	20	-	-
	Other Professional Services	-	-	-	10	-	-	-	20	20	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	-	-	10	-	20	-	40	40	-	-
N80	Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
	Other Administrative & Support Services	10	-	-	10	-	20	-	40	40	-	-
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	30	20	-	-	-	-	40	30	-	10
O84,P85	Public Administration & Education	-	20	-	-	-	-	-	30	30	-	-
Q86-88	Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation	-	-	20	-	-	-	-	10	10	-	-
S,T,U	Other Community, Social & Personal Services	-	10	-	-	-	-	-	10	-	-	10
<b>A,B,D,E,V OTHERS**</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* Not due to recession.

Source : Labour Market Survey, MOM

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

- : nil or negligible

Notes :

- 1) Establishments can indicate more than one reason for their redundancies.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

### 3.3 RETRENCHMENT

#### RETRENCHED WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Workers							
				2013			2014				
				2Q	3Q	4Q	1Q	2Q			
				2011	2012	2013					
<b>TOTAL</b>				<b>8 350</b>	<b>9 670</b>	<b>10 540</b>	<b>2 820</b>	<b>2 390</b>	<b>3 320</b>	<b>2 590</b>	<b>2 010</b>
<b>INDUSTRY (SSIC 2010)</b>											
<b>C10-32</b>	<b>MANUFACTURING</b>			<b>3 920</b>	<b>3 710</b>	<b>4 830</b>	<b>1 610</b>	<b>1 210</b>	<b>1 350</b>	<b>810</b>	<b>490</b>
C10-12	Food, Beverages & Tobacco			10	10	20	10	-	-	40	-
C17,18,22	Paper / Rubber / Plastic Products & Printing			640	540	360	100	150	70	70	20
C19-21	Petroleum, Chemical & Pharmaceutical Products			320	230	210	10	40	160	60	30
C25,28	Fabricated Metal Products, Machinery & Equipment			410	670	650	210	180	80	190	140
C26	Electronic, Computer & Optical Products			2 050	1 750	2 480	720	580	890	190	240
C29-30	Transport Equipment			70	40	150	70	40	30	60	50
	Other Manufacturing Industries			410	480	970	490	230	120	190	10
<b>F41-43</b>	<b>CONSTRUCTION</b>			<b>470</b>	<b>450</b>	<b>710</b>	<b>160</b>	<b>170</b>	<b>300</b>	<b>160</b>	<b>200</b>
<b>G-U</b>	<b>SERVICES</b>			<b>3 920</b>	<b>5 500</b>	<b>4 980</b>	<b>1 050</b>	<b>1 020</b>	<b>1 670</b>	<b>1 610</b>	<b>1 320</b>
G46-47	WHOLESALE AND RETAIL TRADE			980	1 780	1 250	260	300	430	440	360
G46	Wholesale Trade			690	1 230	1 150	240	300	360	410	350
G47	Retail Trade			300	560	100	20	-	70	30	10
H49-53	TRANSPORTATION AND STORAGE			150	260	320	60	40	150	100	100
H49,5221	Land Transport & Supporting Services			30	-	10	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services			60	150	120	30	30	60	70	80
H51,5223	Air Transport & Supporting Services			30	10	20	10	-	-	-	-
	Other Transportation & Storage Services			40	100	180	20	20	90	30	20
I55-56	ACCOMMODATION AND FOOD SERVICES			350	230	200	40	40	70	270	30
I55	Accommodation			210	100	10	-	10	-	240	-
I56	Food & Beverage Services			140	140	190	40	40	70	30	30
J58-63	INFORMATION AND COMMUNICATIONS			410	580	750	200	100	260	190	130
J58-61	Telecommunications, Broadcasting & Publishing			250	340	470	120	50	180	110	60
J62-63	IT & Other Information Services			160	240	280	80	50	80	80	70
K64-66	FINANCIAL AND INSURANCE SERVICES			840	1 360	1 250	260	280	400	250	360
K64 & 66 (excl.662)	Financial Services			770	1 290	1 220	250	270	400	250	340
K65 & 662	Insurance Services			70	80	40	10	10	-	-	20
L68	REAL ESTATE SERVICES			80	30	10	-	-	10	10	50
M69-75	PROFESSIONAL SERVICES			790	870	900	170	190	220	310	260
M69-70	Legal, Accounting & Management Services			390	540	590	140	110	180	250	230
M71	Architectural & Engineering Services			120	130	180	20	20	20	30	20
	Other Professional Services			280	200	120	10	60	30	30	20
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			90	170	140	40	20	60	30	20
N80	Security & Investigation			-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping			10	20	10	10	-	-	-	-
	Other Administrative & Support Services			90	140	130	30	20	60	20	20
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			220	230	170	40	40	80	20	20
O84,P85	Public Administration & Education			10	50	20	10	-	10	10	10
Q86-88	Health & Social Services			-	40	10	-	-	10	-	-
R90-93	Arts, Entertainment & Recreation			40	100	20	10	-	10	-	10
S,T,U	Other Community, Social & Personal Services			170	50	120	20	30	50	20	10
<b>A,B,D,E,V</b>	<b>OTHERS*</b>			<b>50</b>	<b>10</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>											
	Professionals, Managers, Executives & Technicians			3 940	5 550	6 110	1 670	1 250	1 780	1 500	1 300
	Clerical, Sales & Service Workers			970	1 390	1 040	250	190	410	380	180
	Production & Transport Operators, Cleaners & Labourers			3 440	2 720	3 380	900	960	1 140	700	530

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

Source : Labour Market Survey, MOM

- : nil or negligible

Notes :

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

### 3.4 EARLY RELEASE OF CONTRACT WORKERS

#### EARLY RELEASE OF CONTRACT WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

	Number of Workers							
	2011	2012	2013	2013			2014	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>1 640</b>	<b>1 340</b>	<b>1 030</b>	<b>260</b>	<b>320</b>	<b>330</b>	<b>520</b>	<b>390</b>
<b>INDUSTRY (SSIC 2010)</b>								
<b>C10-32 MANUFACTURING</b>	<b>540</b>	<b>340</b>	<b>160</b>	<b>30</b>	<b>40</b>	<b>90</b>	<b>10</b>	<b>220</b>
C10-12 Food, Beverages & Tobacco	-	10	10	-	10	-	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	10	50	20	10	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	10	10	-	-	10	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	220	80	20	-	-	-	-	40
C26 Electronic, Computer & Optical Products	10	70	20	-	-	20	-	-
C29-30 Transport Equipment	120	90	70	-	20	50	-	20
Other Manufacturing Industries	190	30	10	10	-	-	-	150
<b>F41-43 CONSTRUCTION</b>	<b>580</b>	<b>200</b>	<b>410</b>	<b>100</b>	<b>90</b>	<b>180</b>	<b>240</b>	<b>80</b>
<b>G-U SERVICES</b>	<b>520</b>	<b>800</b>	<b>450</b>	<b>140</b>	<b>190</b>	<b>70</b>	<b>280</b>	<b>100</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>70</b>	<b>50</b>	<b>40</b>	<b>10</b>	<b>20</b>	<b>10</b>	<b>20</b>	<b>10</b>
G46 Wholesale Trade	70	50	30	10	20	10	20	10
G47 Retail Trade	10	-	-	-	-	-	-	-
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>80</b>	<b>20</b>	<b>130</b>	<b>30</b>	<b>70</b>	<b>10</b>	<b>30</b>	<b>10</b>
H49,5221 Land Transport & Supporting Services	50	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	10	-	20	-	20	-	10	-
H51,5223 Air Transport & Supporting Services	-	-	80	20	50	-	-	-
Other Transportation & Storage Services	30	20	20	-	-	10	10	10
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>-</b>	<b>30</b>	<b>20</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>10</b>
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	-	30	20	10	-	-	-	10
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>70</b>	<b>130</b>	<b>60</b>	<b>20</b>	<b>20</b>	<b>10</b>	<b>140</b>	<b>10</b>
J58-61 Telecommunications, Broadcasting & Publishing	-	-	10	10	-	-	-	-
J62-63 IT & Other Information Services	70	130	40	20	20	10	140	10
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>20</b>	<b>20</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
K64 & 66 (excl.662) Financial Services	20	20	10	-	-	-	-	-
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-
<b>L68 REAL ESTATE SERVICES</b>	<b>50</b>	<b>30</b>	<b>20</b>	<b>-</b>	<b>20</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>150</b>	<b>360</b>	<b>60</b>	<b>40</b>	<b>-</b>	<b>20</b>	<b>20</b>	<b>-</b>
M69-70 Legal, Accounting & Management Services	60	20	-	-	-	-	-	-
M71 Architectural & Engineering Services	80	340	60	40	-	20	10	-
Other Professional Services	10	-	-	-	-	-	-	-
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>40</b>	<b>130</b>	<b>100</b>	<b>20</b>	<b>50</b>	<b>30</b>	<b>60</b>	<b>20</b>
N80 Security & Investigation	-	10	-	-	-	-	40	-
N81 Cleaning & Landscaping	10	-	-	-	-	-	-	-
Other Administrative & Support Services	20	120	90	20	40	30	30	20
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>40</b>	<b>20</b>	<b>20</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>20</b>
O84,P85 Public Administration & Education	-	-	-	-	-	-	-	20
Q86-88 Health & Social Services	-	-	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	10	-	10	-	10	-	-	-
S,T,U Other Community, Social & Personal Services	20	10	-	-	-	-	-	-
<b>A,B,D,E,V OTHERS*</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	220	410	320	100	150	30	210	70
Clerical, Sales & Service Workers	110	80	100	30	30	10	50	20
Production & Transport Operators, Cleaners & Labourers	1 310	840	610	130	150	290	270	300

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

Source : Labour Market Survey, MOM

- : nil or negligible

Notes :

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

## 4.1 WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF

WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF BY SECTOR  
AND OCCUPATIONAL GROUP

	Number of Workers							
	2011	2012	2013	2013			2014	
				2Q	3Q	4Q	1Q	2Q
<b><u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>940</b>	<b>3 050</b>	<b>980</b>	<b>1 670</b>	<b>50</b>	<b>100</b>	<b>110</b>	<b>200</b>
<b>SECTOR</b>								
Manufacturing	560	1 370	900	1 620	-	50	70	160
Construction	30	10	20	-	10	20	30	10
Services	350	1 680	70	50	30	40	10	30
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	110	1 600	180	290	30	30	20	40
Clerical, Sales & Service Workers	150	150	20	10	10	10	10	20
Production & Transport Operators, Cleaners & Labourers	680	1 310	780	1 360	10	60	90	140
<b><u>WORKERS ON SHORT WORK-WEEK</u></b>								
<b>TOTAL</b>	<b>870</b>	<b>3 020</b>	<b>960</b>	<b>1 650</b>	<b>30</b>	<b>70</b>	<b>80</b>	<b>170</b>
<b>SECTOR</b>								
Manufacturing	530	1 360	890	1 600	-	50	70	160
Construction	20	-	10	-	-	10	-	-
Services	320	1 670	60	50	30	10	10	10
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	100	1 590	170	290	20	-	20	30
Clerical, Sales & Service Workers	140	140	20	10	10	-	10	20
Production & Transport Operators, Cleaners & Labourers	630	1 290	770	1 350	10	60	60	120
<b><u>WORKERS ON TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>70</b>	<b>30</b>	<b>20</b>	<b>20</b>	<b>10</b>	<b>40</b>	<b>30</b>	<b>20</b>
<b>SECTOR</b>								
Manufacturing	30	20	10	20	-	-	-	-
Construction	20	-	10	-	10	10	30	10
Services	30	10	10	-	-	30	-	20
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	10	10	10	-	10	30	10	-
Clerical, Sales & Service Workers	10	-	-	10	-	10	-	-
Production & Transport Operators, Cleaners & Labourers	50	20	10	20	-	-	30	20

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

Source : Labour Market Survey, MOM

- : nil or negligible

Notes :

- 1) Annual figures are simple averages of the quarterly figures. It refers to the average number of workers on short work-week or temporary lay-off per quarter.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

## 5.1 RE-ENTRY INTO EMPLOYMENT

PROPORTION OF RESIDENTS MADE REDUNDANT WHO RE-ENTERED EMPLOYMENT WITHIN 6 MONTHS OF REDUNDANCY BY GENDER, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP PRIOR TO REDUNDANCY

Characteristics	Per Cent						
	2012	2013	2013			2014	
			2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>54.7</b>	<b>52.7</b>	<b>50.9</b>	<b>52.0</b>	<b>58.8</b>	<b>50.5</b>	<b>53.3</b>
<b>GENDER</b>							
Males	52.9	51.2	47.0	50.5	56.6	50.9	51.3
Females	57.0	54.7	56.4	54.1	61.7	49.9	55.9
<b>AGE GROUP (YEARS)</b>							
Below 30	65.2	63.7	66.7	56.3	66.9	67.1	62.5
30 - 39	59.1	59.6	57.0	60.5	65.0	54.2	57.8
40 & Over	50.6	48.0	46.7	48.2	54.8	47.0	50.5
<b>HIGHEST QUALIFICATION ATTAINED</b>							
Below Secondary	66.9	61.4	68.9	60.2	59.3	53.8	60.4
Secondary	59.7	57.8	59.3	53.0	71.9	61.0	67.3
Post-Secondary (Non-Tertiary)	52.3	55.5	50.4	56.3	57.9	55.7	63.2
Diploma & Professional Qualification	57.3	52.8	48.9	49.4	59.4	50.2	59.5
Degree	45.2	47.3	45.1	47.9	51.6	43.6	43.3
<b>OCCUPATIONAL GROUP PRIOR TO REDUNDANCY</b>							
Professionals, Managers, Executives & Technicians	48.6	47.8	46.8	46.3	51.6	45.6	47.0
Clerical, Sales & Service Workers	60.2	61.4	54.5	64.6	68.5	57.5	70.6
Production & Transport Operators, Cleaners & Labourers	68.6	63.7	69.0	61.3	70.0	57.8	62.6

Notes :

- 1) The quarterly rates show the rates of re-entry into employment as at end of the quarter for residents made redundant in the previous quarter.
- 2) The annual rates are the simple average of the quarterly rates of re-entry into employment.
- 3) Data refer to the proportion of residents made redundant by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment within six months of redundancy.

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

## 6.1 JOB VACANCY

### JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2011	2012	2013	2013			2014	
				Jun	Sep	Dec	Mar	Jun
<b>TOTAL</b>	<b>52.7</b>	<b>48.6</b>	<b>55.4</b>	<b>52.1</b>	<b>61.9</b>	<b>56.5</b>	<b>60.5</b>	<b>63.9</b>
<b>INDUSTRY (SSIC 2010)</b>								
<b>C10-32 MANUFACTURING</b>	<b>8.9</b>	<b>7.1</b>	<b>7.8</b>	<b>7.7</b>	<b>8.2</b>	<b>7.4</b>	<b>8.2</b>	<b>8.9</b>
C10-12 Food, Beverages & Tobacco	0.7	0.5	0.7	0.5	0.8	0.8	0.8	0.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	0.4	0.5	0.5	0.4	0.4	0.5	0.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.4	0.5	0.5	0.5	0.4	0.6	0.5
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.1	2.0	1.7	2.3	1.9	1.8	2.1
C26 Electronic, Computer & Optical Products	2.5	1.7	1.7	1.8	1.4	1.7	2.1	2.6
C29-30 Transport Equipment	2.1	1.3	1.5	1.6	1.8	1.4	1.7	1.8
Other Manufacturing Industries	0.6	0.6	0.9	1.1	0.9	0.7	0.7	0.8
<b>F41-43 CONSTRUCTION</b>	<b>3.6</b>	<b>3.4</b>	<b>3.8</b>	<b>3.7</b>	<b>3.9</b>	<b>3.9</b>	<b>3.5</b>	<b>3.5</b>
<b>G-U SERVICES</b>	<b>39.6</b>	<b>37.3</b>	<b>43.2</b>	<b>40.1</b>	<b>49.0</b>	<b>44.8</b>	<b>48.4</b>	<b>50.9</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>5.7</b>	<b>5.9</b>	<b>7.0</b>	<b>6.2</b>	<b>7.8</b>	<b>7.2</b>	<b>7.6</b>	<b>7.6</b>
G46 Wholesale Trade	3.3	3.1	3.5	3.3	3.9	3.5	3.8	3.9
G47 Retail Trade	2.4	2.8	3.4	2.9	4.0	3.7	3.8	3.7
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>3.5</b>	<b>3.3</b>	<b>3.8</b>	<b>3.6</b>	<b>3.8</b>	<b>3.8</b>	<b>4.1</b>	<b>4.5</b>
H49,5221 Land Transport & Supporting Services	1.2	0.9	0.9	0.8	1.0	1.0	1.1	1.2
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.5	0.9	0.9	0.8	0.6	0.9	1.1
H51,5223 Air Transport & Supporting Services	1.2	1.1	1.0	1.0	0.8	1.1	0.7	0.8
Other Transportation & Storage Services	0.7	0.9	1.0	0.9	1.1	1.1	1.4	1.4
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>4.3</b>	<b>4.9</b>	<b>6.2</b>	<b>4.9</b>	<b>7.9</b>	<b>7.0</b>	<b>6.7</b>	<b>7.0</b>
I55 Accommodation	1.1	1.1	1.5	1.4	1.7	1.6	1.6	1.8
I56 Food & Beverage Services	3.2	3.8	4.7	3.5	6.1	5.4	5.1	5.1
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>1.7</b>	<b>1.5</b>	<b>1.7</b>	<b>1.4</b>	<b>1.9</b>	<b>2.1</b>	<b>2.3</b>	<b>2.2</b>
J58-61 Telecommunications, Broadcasting & Publishing	0.7	0.6	0.6	0.6	0.5	0.7	0.6	0.6
J62-63 IT & Other Information Services	1.0	0.9	1.1	0.8	1.3	1.4	1.6	1.6
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>2.8</b>	<b>2.5</b>	<b>2.8</b>	<b>2.8</b>	<b>3.1</b>	<b>2.9</b>	<b>3.9</b>	<b>4.1</b>
K64 & 66 (excl.662) Financial Services	2.3	2.1	2.4	2.3	2.7	2.6	3.4	3.6
K65 & 662 Insurance Services	0.5	0.4	0.4	0.5	0.4	0.4	0.5	0.5
L68 REAL ESTATE SERVICES	1.9	1.8	2.1	1.9	2.5	2.0	2.3	2.2
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>2.5</b>	<b>2.5</b>	<b>2.9</b>	<b>3.0</b>	<b>3.3</b>	<b>2.5</b>	<b>3.1</b>	<b>3.0</b>
M69-70 Legal, Accounting & Management Services	1.1	1.1	1.2	1.2	1.5	1.1	1.7	1.5
M71 Architectural & Engineering Services	0.7	0.8	1.0	1.1	1.1	0.7	0.8	0.9
Other Professional Services	0.7	0.7	0.7	0.7	0.7	0.6	0.6	0.6
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.5</b>	<b>3.7</b>	<b>4.4</b>	<b>3.5</b>	<b>5.5</b>	<b>5.1</b>	<b>5.4</b>	<b>5.3</b>
N80 Security & Investigation	2.3	1.5	1.6	1.2	2.0	1.9	1.9	2.1
N81 Cleaning & Landscaping	1.1	1.2	1.5	1.3	1.9	1.6	1.7	1.8
Other Administrative & Support Services	1.1	1.0	1.3	1.0	1.6	1.6	1.9	1.4
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>12.6</b>	<b>11.2</b>	<b>12.4</b>	<b>12.8</b>	<b>13.3</b>	<b>12.3</b>	<b>13.0</b>	<b>15.1</b>
O84,P85 Public Administration & Education	7.1	6.3	6.5	7.1	7.1	6.0	6.4	7.3
Q86-88 Health & Social Services	2.6	2.5	3.0	3.1	3.0	3.6	4.1	5.1
R90-93 Arts, Entertainment & Recreation	1.9	1.4	1.5	1.5	1.5	1.5	1.4	1.5
S,T,U Other Community, Social & Personal Services	1.0	1.0	1.4	1.1	1.8	1.2	1.1	1.2
<b>A,B,D,E,V OTHERS*</b>	<b>0.6</b>	<b>0.8</b>	<b>0.6</b>	<b>0.5</b>	<b>0.7</b>	<b>0.4</b>	<b>0.4</b>	<b>0.5</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	22.8	20.4	23.5	23.8	24.3	24.1	26.4	29.1
Clerical, Sales & Service Workers	15.0	14.6	15.9	13.3	20.2	16.5	17.7	17.8
Production & Transport Operators, Cleaners & Labourers	14.9	13.5	16.0	14.9	17.4	15.9	16.3	17.0

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

Source : Labour Market Survey, MOM

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) Annual figures are the simple averages of the figures obtained at quarterly intervals.

## 6.2 JOB VACANCY

### JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP

	Per Cent							
	2011	2012	2013	2013			2014	
				Jun	Sep	Dec	Mar	Jun
<b>TOTAL</b>	<b>2.8</b>	<b>2.5</b>	<b>2.7</b>	<b>2.6</b>	<b>3.0</b>	<b>2.8</b>	<b>3.0</b>	<b>3.1</b>
<b>INDUSTRY (SSIC 2010)</b>								
<b>C10-32 MANUFACTURING</b>	<b>2.3</b>	<b>1.8</b>	<b>1.9</b>	<b>1.9</b>	<b>2.0</b>	<b>1.8</b>	<b>2.0</b>	<b>2.2</b>
C10-12 Food, Beverages & Tobacco	3.0	2.2	2.7	1.9	3.1	3.2	3.1	2.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.6	1.8	1.9	1.7	1.7	1.9	2.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.6	1.6	2.0	2.0	1.8	1.6	2.0	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	2.2	2.1	2.0	1.7	2.3	1.9	1.8	2.1
C26 Electronic, Computer & Optical Products	2.6	1.9	2.0	2.1	1.6	2.0	2.5	3.1
C29-30 Transport Equipment	2.2	1.3	1.5	1.6	1.7	1.4	1.7	1.8
Other Manufacturing Industries	1.9	1.7	2.3	2.9	2.2	1.8	1.9	2.1
<b>F41-43 CONSTRUCTION</b>	<b>1.5</b>	<b>1.2</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>1.3</b>	<b>1.1</b>	<b>1.2</b>
<b>G-U SERVICES</b>	<b>3.3</b>	<b>3.0</b>	<b>3.3</b>	<b>3.1</b>	<b>3.7</b>	<b>3.4</b>	<b>3.7</b>	<b>3.8</b>
G46-47 WHOLESALE AND RETAIL TRADE	2.6	2.7	3.0	2.7	3.4	3.1	3.3	3.3
G46 Wholesale Trade	2.1	2.0	2.2	2.1	2.4	2.2	2.5	2.5
G47 Retail Trade	3.7	4.4	4.9	4.3	5.5	4.8	5.0	4.9
H49-53 TRANSPORTATION AND STORAGE	2.6	2.4	2.6	2.5	2.6	2.6	2.9	3.1
H49,5221 Land Transport & Supporting Services	4.0	3.0	2.9	2.6	3.1	3.1	3.5	3.8
H50,5222, 5225 Water Transport & Supporting Services	1.3	1.4	2.5	2.5	2.2	1.7	2.4	3.1
H51,5223 Air Transport & Supporting Services	4.1	3.4	3.1	3.2	2.5	3.3	2.2	2.2
Other Transportation & Storage Services	1.7	2.1	2.2	2.0	2.5	2.5	3.3	3.1
I55-56 ACCOMMODATION AND FOOD SERVICES	4.1	4.4	5.3	4.4	6.4	5.9	5.7	6.0
I55 Accommodation	4.7	4.8	6.3	6.3	7.2	6.5	6.7	7.8
I56 Food & Beverage Services	4.0	4.2	5.1	4.0	6.2	5.8	5.5	5.6
J58-63 INFORMATION AND COMMUNICATIONS	2.9	2.4	2.8	2.4	2.9	3.3	3.5	3.5
J58-61 Telecommunications, Broadcasting & Publishing	3.0	2.4	2.3	2.4	2.1	2.8	2.5	2.4
J62-63 IT & Other Information Services	2.8	2.5	3.1	2.5	3.4	3.7	4.2	4.1
K64-66 FINANCIAL AND INSURANCE SERVICES	2.5	2.0	2.2	2.3	2.5	2.3	3.0	3.1
K64 & 66 (excl.662) Financial Services	2.4	1.9	2.1	2.1	2.5	2.3	2.9	3.1
K65 & 662 Insurance Services	3.2	2.8	2.9	3.4	2.6	2.3	3.4	2.9
L68 REAL ESTATE SERVICES	3.5	3.1	3.5	3.2	4.1	3.3	3.9	3.7
M69-75 PROFESSIONAL SERVICES	2.2	2.0	2.2	2.3	2.5	1.9	2.4	2.3
M69-70 Legal, Accounting & Management Services	2.1	1.9	1.9	2.0	2.5	1.9	2.7	2.4
M71 Architectural & Engineering Services	1.7	1.7	2.0	2.2	2.3	1.5	1.7	1.9
Other Professional Services	3.3	3.0	3.5	3.4	3.0	3.4	3.5	3.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	3.5	3.8	3.1	4.6	4.4	4.6	4.5
N80 Security & Investigation	6.9	4.3	4.2	3.5	5.2	5.0	4.5	5.1
N81 Cleaning & Landscaping	3.3	3.1	3.7	3.1	4.8	4.2	4.5	4.7
Other Administrative & Support Services	3.1	2.9	3.5	2.9	3.9	4.1	4.8	3.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	4.3	3.6	3.9	4.1	4.1	3.8	4.0	4.6
O84,P85 Public Administration & Education	4.6	3.9	3.9	4.3	4.2	3.6	3.8	4.3
Q86-88 Health & Social Services	3.6	3.2	3.6	3.7	3.5	4.0	4.5	5.5
R90-93 Arts, Entertainment & Recreation	4.7	3.4	3.8	3.8	3.7	3.8	3.5	3.7
S,T,U Other Community, Social & Personal Services	3.6	3.3	4.5	3.7	5.6	4.1	4.0	4.3
<b>A,B,D,E,V OTHERS*</b>	<b>3.1</b>	<b>4.1</b>	<b>3.2</b>	<b>2.7</b>	<b>3.4</b>	<b>2.4</b>	<b>2.2</b>	<b>2.4</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	3.0	2.5	2.7	2.8	2.7	2.7	2.9	3.2
Clerical, Sales & Service Workers	3.6	3.4	3.8	3.2	4.7	4.0	4.2	4.3
Production & Transport Operators, Cleaners & Labourers	2.3	1.9	2.2	2.1	2.4	2.2	2.3	2.4

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

Source : Labour Market Survey, 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.

## 6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP,  
SECOND QUARTER 2014

Industry (SSIC 2010)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
<b>TOTAL</b>	<b>63.9</b>	<b>3.1</b>	<b>29.1</b>	<b>3.2</b>	<b>17.8</b>	<b>4.3</b>	<b>17.0</b>	<b>2.4</b>
<b>C10-32 MANUFACTURING</b>	<b>8.9</b>	<b>2.2</b>	<b>4.2</b>	<b>2.7</b>	<b>0.7</b>	<b>2.5</b>	<b>4.0</b>	<b>1.9</b>
C10-12 Food, Beverages & Tobacco	0.5	2.0	0.1	1.5	0.2	3.0	0.3	1.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.6	2.6	0.2	2.4	0.1	4.1	0.3	2.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	1.6	0.4	1.9	-	-	0.1	1.4
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.1	0.9	2.7	0.2	2.2	1.0	1.7
C26 Electronic, Computer & Optical Products	2.6	3.1	1.8	3.7	0.1	2.6	0.8	2.3
C29-30 Transport Equipment	1.8	1.8	0.7	2.1	0.1	2.4	1.0	1.6
Other Manufacturing Industries	0.8	2.1	0.2	1.8	0.1	2.3	0.5	2.2
<b>F41-43 CONSTRUCTION</b>	<b>3.5</b>	<b>1.2</b>	<b>1.2</b>	<b>2.1</b>	<b>0.2</b>	<b>1.7</b>	<b>2.1</b>	<b>0.9</b>
<b>G-U SERVICES</b>	<b>50.9</b>	<b>3.8</b>	<b>23.4</b>	<b>3.4</b>	<b>16.7</b>	<b>4.5</b>	<b>10.8</b>	<b>4.1</b>
G46-47 WHOLESALE AND RETAIL TRADE	7.6	3.3	1.7	2.0	4.4	4.6	1.5	2.8
G46 Wholesale Trade	3.9	2.5	1.4	2.0	1.3	3.1	1.2	2.7
G47 Retail Trade	3.7	4.9	0.3	1.9	3.1	5.9	0.3	3.5
H49-53 TRANSPORTATION AND STORAGE	4.5	3.1	1.0	2.4	1.1	2.5	2.5	3.8
H49,5221 Land Transport & Supporting Services	1.2	3.8	0.2	3.5	0.2	3.7	0.9	3.8
H50,5222, 5225 Water Transport & Supporting Services	1.1	3.1	0.3	1.7	0.1	2.4	0.7	4.9
H51,5223 Air Transport & Supporting Services	0.8	2.2	0.1	1.8	0.5	2.1	0.2	3.5
Other Transportation & Storage Services	1.4	3.1	0.4	3.2	0.3	3.0	0.8	3.2
I55-56 ACCOMMODATION AND FOOD SERVICES	7.0	6.0	1.0	4.9	4.1	5.5	1.9	8.7
I55 Accommodation	1.8	7.8	0.4	5.1	0.9	8.6	0.6	9.4
I56 Food & Beverage Services	5.1	5.6	0.6	4.8	3.2	5.0	1.4	8.4
J58-63 INFORMATION AND COMMUNICATIONS	2.2	3.5	1.8	3.2	0.3	4.8	0.1	5.4
J58-61 Telecommunications, Broadcasting & Publishing	0.6	2.4	0.4	2.1	0.1	2.5	0.1	14.1
J62-63 IT & Other Information Services	1.6	4.1	1.4	3.9	0.2	9.2	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	4.1	3.1	3.6	3.1	0.5	3.2	-	-
K64 & 66 (excl.662) Financial Services	3.6	3.1	3.3	3.1	0.3	3.4	-	-
K65 & 662 Insurance Services	0.5	2.9	0.3	3.0	0.1	2.8	-	-
L68 REAL ESTATE SERVICES	2.2	3.7	0.5	2.3	0.4	4.0	1.3	4.6
M69-75 PROFESSIONAL SERVICES	3.0	2.3	2.2	2.4	0.6	3.7	0.1	0.8
M69-70 Legal, Accounting & Management Services	1.5	2.4	1.0	2.2	0.4	3.8	0.1	1.6
M71 Architectural & Engineering Services	0.9	1.9	0.7	2.3	0.1	2.7	0.1	0.5
Other Professional Services	0.6	3.2	0.5	3.3	0.1	4.2	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.3	4.5	0.9	4.4	2.1	4.5	2.2	4.5
N80 Security & Investigation	2.1	5.1	0.1	4.4	1.8	4.7	0.2	20.4
N81 Cleaning & Landscaping	1.8	4.7	-	-	-	-	1.7	5.0
Other Administrative & Support Services	1.4	3.6	0.8	4.9	0.3	3.5	0.3	2.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	15.1	4.6	10.8	4.4	3.2	5.0	1.1	4.9
O84,P85 Public Administration & Education	7.3	4.3	6.8	4.5	0.5	3.4	0.1	2.2
Q86-88 Health & Social Services	5.1	5.5	3.2	4.8	1.6	7.4	0.3	5.3
R90-93 Arts, Entertainment & Recreation	1.5	3.7	0.6	4.0	0.7	3.4	0.2	4.3
S,T,U Other Community, Social & Personal Services	1.2	4.3	0.2	2.0	0.4	5.5	0.5	6.6
<b>A,B,D,E,V OTHERS*</b>	<b>0.5</b>	<b>2.4</b>	<b>0.3</b>	<b>2.2</b>	<b>0.1</b>	<b>6.5</b>	<b>0.2</b>	<b>2.2</b>

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

Source : Labour Market Survey, MOM

- : nil or negligible

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.

## 7.1 LABOUR TURNOVER

### AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

	Per Cent							
	2011	2012	2013	2013			2014	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>2.7</b>	<b>2.8</b>	<b>2.7</b>	<b>3.0</b>	<b>2.8</b>	<b>2.4</b>	<b>2.5</b>	<b>2.8</b>
<b>INDUSTRY (SSIC 2010)</b>								
<b>C10-32 MANUFACTURING</b>	<b>2.0</b>	<b>1.9</b>	<b>1.9</b>	<b>2.2</b>	<b>2.1</b>	<b>1.6</b>	<b>1.7</b>	<b>1.9</b>
C10-12 Food, Beverages & Tobacco	3.1	3.1	3.2	3.3	3.3	3.0	2.8	3.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	2.1	1.8	2.1	1.9	1.5	2.1	2.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.6	1.8	1.9	2.0	1.5	1.7	1.7
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.2	1.9	2.1	2.3	1.7	2.2	1.9
C26 Electronic, Computer & Optical Products	1.8	1.6	1.5	1.9	1.6	1.1	1.4	2.0
C29-30 Transport Equipment	1.8	1.5	1.8	2.1	2.1	1.4	1.2	1.4
Other Manufacturing Industries	2.2	2.2	2.0	2.4	2.1	1.8	1.9	2.3
<b>F41-43 CONSTRUCTION</b>	<b>2.8</b>	<b>3.4</b>	<b>3.3</b>	<b>3.7</b>	<b>3.1</b>	<b>2.8</b>	<b>2.5</b>	<b>3.1</b>
<b>G-U SERVICES</b>	<b>3.0</b>	<b>2.9</b>	<b>2.8</b>	<b>3.0</b>	<b>2.9</b>	<b>2.6</b>	<b>2.7</b>	<b>3.0</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>3.2</b>	<b>3.4</b>	<b>3.5</b>	<b>4.1</b>	<b>3.1</b>	<b>3.4</b>	<b>3.1</b>	<b>3.6</b>
G46 Wholesale Trade	2.6	2.8	2.8	3.5	2.5	2.4	2.3	2.8
G47 Retail Trade	4.7	4.9	5.1	5.6	4.5	5.5	4.7	5.3
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>2.4</b>	<b>2.3</b>	<b>2.3</b>	<b>2.5</b>	<b>2.4</b>	<b>1.9</b>	<b>2.1</b>	<b>2.4</b>
H49,5221 Land Transport & Supporting Services	2.5	2.5	2.2	2.4	2.2	1.8	2.0	2.3
H50,5222,5225 Water Transport & Supporting Services	2.1	2.2	2.3	2.7	2.6	1.6	1.5	2.2
H51,5223 Air Transport & Supporting Services	1.7	1.7	1.5	1.6	1.5	1.5	1.3	1.4
Other Transportation & Storage Services	3.0	2.8	3.0	3.0	3.0	2.5	3.1	3.5
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>4.9</b>	<b>4.6</b>	<b>4.6</b>	<b>4.9</b>	<b>4.3</b>	<b>4.9</b>	<b>4.4</b>	<b>4.9</b>
I55 Accommodation	3.7	3.5	3.4	4.1	3.6	2.6	3.0	3.7
I56 Food & Beverage Services	5.2	4.8	4.9	5.1	4.5	5.5	4.7	5.2
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>3.0</b>	<b>2.8</b>	<b>2.7</b>	<b>2.8</b>	<b>3.1</b>	<b>2.6</b>	<b>2.8</b>	<b>3.0</b>
J58-61 Telecommunications, Broadcasting & Publishing	2.5	2.6	2.3	2.3	2.6	2.3	2.4	2.5
J62-63 IT & Other Information Services	3.3	2.9	3.0	3.2	3.4	2.8	3.1	3.4
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>2.4</b>	<b>1.9</b>	<b>2.1</b>	<b>2.1</b>	<b>2.6</b>	<b>1.9</b>	<b>1.9</b>	<b>2.4</b>
K64 & 66 (excl.662) Financial Services	2.4	1.8	2.0	2.1	2.6	1.9	1.8	2.4
K65 & 662 Insurance Services	3.0	2.5	2.4	2.6	2.7	2.2	2.5	2.7
L68 REAL ESTATE SERVICES	4.1	4.1	3.6	3.7	3.7	3.2	3.6	4.0
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>2.8</b>	<b>2.9</b>	<b>2.5</b>	<b>2.7</b>	<b>3.0</b>	<b>1.8</b>	<b>1.9</b>	<b>2.3</b>
M69-70 Legal, Accounting & Management Services	2.9	2.6	2.5	2.4	3.4	2.0	1.9	2.2
M71 Architectural & Engineering Services	2.6	3.5	2.4	2.9	2.6	1.8	2.0	2.4
Other Professional Services	2.8	2.5	2.4	2.8	2.8	1.6	1.9	2.4
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.9</b>	<b>4.6</b>	<b>4.8</b>	<b>4.7</b>	<b>4.5</b>	<b>4.8</b>	<b>5.2</b>	<b>5.7</b>
N80 Security & Investigation	5.6	5.1	5.0	5.0	4.5	4.2	4.8	5.2
N81 Cleaning & Landscaping	5.0	5.0	4.9	5.0	4.3	5.2	5.2	6.4
Other Administrative & Support Services	4.0	3.7	4.3	4.0	4.6	4.9	5.5	5.5
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.9</b>	<b>1.8</b>	<b>1.6</b>	<b>1.7</b>	<b>1.9</b>	<b>1.2</b>	<b>1.6</b>	<b>1.7</b>
O84,P85 Public Administration & Education	1.3	1.3	1.1	1.0	1.6	0.7	1.0	0.9
Q86-88 Health & Social Services	2.3	2.3	2.0	2.6	2.0	1.7	2.1	2.6
R90-93 Arts, Entertainment & Recreation	2.9	2.4	2.2	2.0	2.4	2.0	2.6	2.4
S,T,U Other Community, Social & Personal Services	2.9	2.9	2.6	3.1	2.8	2.0	2.2	2.5
<b>A,B,D,E,V OTHERS*</b>	<b>2.1</b>	<b>2.4</b>	<b>2.2</b>	<b>2.4</b>	<b>2.3</b>	<b>1.7</b>	<b>2.6</b>	<b>1.8</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	2.1	1.9	1.9	2.0	2.2	1.6	1.7	1.9
Clerical, Sales & Service Workers	3.8	3.7	3.8	4.0	3.6	3.8	3.6	4.0
Production & Transport Operators, Cleaners & Labourers	2.8	3.1	3.1	3.5	3.0	2.7	2.7	3.2

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

Source : Labour Market Survey, 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 quarterly figures.

## 7.2 LABOUR TURNOVER

### AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

	Per Cent							
	2011	2012	2013	2013			2014	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>2.0</b>	<b>2.1</b>	<b>2.0</b>	<b>2.2</b>	<b>2.0</b>	<b>1.7</b>	<b>2.1</b>	<b>2.2</b>
<b>INDUSTRY (SSIC 2010)</b>								
<b>C10-32 MANUFACTURING</b>	<b>1.6</b>	<b>1.6</b>	<b>1.5</b>	<b>1.6</b>	<b>1.6</b>	<b>1.2</b>	<b>1.6</b>	<b>1.7</b>
C10-12 Food, Beverages & Tobacco	2.7	2.5	2.5	2.5	2.6	2.3	2.7	2.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	2.0	1.8	2.0	1.8	1.4	2.0	2.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.9	1.0	1.0	1.0	1.1	0.9	0.9	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.6	1.8	1.8	1.3	1.6	1.8
C26 Electronic, Computer & Optical Products	1.6	1.5	1.4	1.4	1.5	0.9	1.7	1.6
C29-30 Transport Equipment	1.3	1.3	1.1	1.2	1.2	1.0	1.1	1.5
Other Manufacturing Industries	1.8	1.8	1.7	2.0	1.7	1.4	1.7	1.9
<b>F41-43 CONSTRUCTION</b>	<b>1.7</b>	<b>1.8</b>	<b>2.0</b>	<b>2.2</b>	<b>1.7</b>	<b>1.9</b>	<b>2.0</b>	<b>2.1</b>
<b>G-U SERVICES</b>	<b>2.2</b>	<b>2.3</b>	<b>2.2</b>	<b>2.4</b>	<b>2.2</b>	<b>1.9</b>	<b>2.3</b>	<b>2.4</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>2.6</b>	<b>2.9</b>	<b>2.9</b>	<b>3.4</b>	<b>2.5</b>	<b>2.4</b>	<b>3.1</b>	<b>3.0</b>
G46 Wholesale Trade	1.9	2.2	2.2	2.9	1.9	1.8	2.3	2.3
G47 Retail Trade	4.2	4.4	4.3	4.6	4.0	3.7	4.7	4.5
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>1.6</b>	<b>1.6</b>	<b>1.7</b>	<b>1.7</b>	<b>1.8</b>	<b>1.4</b>	<b>1.7</b>	<b>1.8</b>
H49,5221 Land Transport & Supporting Services	1.7	1.5	1.4	1.4	1.5	1.2	1.5	1.8
H50,5222, 5225 Water Transport & Supporting Services	1.3	1.5	1.7	1.9	2.2	1.1	1.2	1.5
H51,5223 Air Transport & Supporting Services	0.9	0.9	0.9	0.9	1.0	0.8	1.2	0.9
Other Transportation & Storage Services	2.3	2.4	2.4	2.4	2.5	2.2	2.8	2.9
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>4.2</b>	<b>4.3</b>	<b>4.1</b>	<b>4.5</b>	<b>3.9</b>	<b>3.7</b>	<b>4.3</b>	<b>4.9</b>
I55 Accommodation	2.8	3.2	3.1	3.7	3.2	2.3	2.7	3.6
I56 Food & Beverage Services	4.6	4.6	4.3	4.7	4.0	4.0	4.7	5.2
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>1.9</b>	<b>2.0</b>	<b>2.0</b>	<b>2.2</b>	<b>2.1</b>	<b>1.7</b>	<b>1.8</b>	<b>1.8</b>
J58-61 Telecommunications, Broadcasting & Publishing	1.7	1.7	1.6	1.8	1.7	1.4	1.5	1.6
J62-63 IT & Other Information Services	2.0	2.2	2.2	2.5	2.4	1.9	2.0	2.0
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>1.5</b>	<b>1.2</b>	<b>1.4</b>	<b>1.5</b>	<b>1.7</b>	<b>1.1</b>	<b>1.0</b>	<b>1.6</b>
K64 & 66 (excl.662) Financial Services	1.4	1.2	1.3	1.4	1.7	1.1	1.0	1.5
K65 & 662 Insurance Services	1.7	1.6	1.6	1.9	1.8	1.5	1.4	2.1
L68 REAL ESTATE SERVICES	3.2	3.3	3.0	2.9	3.3	2.9	3.5	3.7
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>1.8</b>	<b>1.8</b>	<b>1.8</b>	<b>1.9</b>	<b>2.0</b>	<b>1.4</b>	<b>1.6</b>	<b>1.9</b>
M69-70 Legal, Accounting & Management Services	1.9	1.9	1.9	1.9	2.1	1.5	1.5	1.8
M71 Architectural & Engineering Services	1.6	1.7	1.7	1.9	1.9	1.2	1.7	2.1
Other Professional Services	2.1	2.0	1.7	2.0	1.8	1.4	1.5	1.8
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>3.9</b>	<b>4.1</b>	<b>3.8</b>	<b>3.8</b>	<b>3.7</b>	<b>3.8</b>	<b>4.0</b>	<b>4.4</b>
N80 Security & Investigation	4.5	4.6	4.0	4.2	3.9	3.7	4.0	4.4
N81 Cleaning & Landscaping	4.5	4.7	4.3	4.1	4.1	4.4	4.4	5.4
Other Administrative & Support Services	2.8	3.1	3.1	3.0	3.2	3.2	3.7	3.5
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.2</b>	<b>1.2</b>	<b>1.1</b>	<b>1.2</b>	<b>1.3</b>	<b>0.9</b>	<b>1.2</b>	<b>1.2</b>
O84,P85 Public Administration & Education	0.7	0.7	0.7	0.7	0.8	0.5	0.8	0.7
Q86-88 Health & Social Services	1.4	1.3	1.2	1.3	1.3	1.0	1.3	1.3
R90-93 Arts, Entertainment & Recreation	1.9	1.9	2.0	2.0	2.2	1.7	1.9	2.5
S,T,U Other Community, Social & Personal Services	2.5	2.5	2.4	2.7	2.6	1.8	2.2	2.1
<b>A,B,D,E,V OTHERS*</b>	<b>1.7</b>	<b>1.7</b>	<b>1.5</b>	<b>1.9</b>	<b>1.6</b>	<b>0.8</b>	<b>1.9</b>	<b>1.5</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	1.4	1.3	1.3	1.4	1.5	1.1	1.3	1.5
Clerical, Sales & Service Workers	3.0	3.1	3.1	3.3	3.0	2.7	3.4	3.5
Production & Transport Operators, Cleaners & Labourers	2.1	2.2	2.2	2.4	2.1	2.0	2.4	2.5

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

Source : Labour Market Survey, 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 quarterly figures.

## 7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY  
AND OCCUPATIONAL GROUP, SECOND QUARTER 2014

Per Cent

Industry (SSIC 2010)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>2.8</b>	<b>2.2</b>	<b>1.9</b>	<b>1.5</b>	<b>4.0</b>	<b>3.5</b>	<b>3.2</b>	<b>2.5</b>
<b>C10-32 MANUFACTURING</b>	<b>1.9</b>	<b>1.7</b>	<b>1.5</b>	<b>1.3</b>	<b>2.8</b>	<b>2.5</b>	<b>2.1</b>	<b>1.9</b>
C10-12 Food, Beverages & Tobacco	3.0	2.7	1.7	1.7	3.4	3.1	3.2	2.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	2.0	1.3	1.5	2.1	2.3	2.3	2.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.7	1.2	1.5	0.9	1.7	1.4	2.3	2.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.8	2.0	1.6	3.0	2.5	1.7	1.8
C26 Electronic, Computer & Optical Products	2.0	1.6	1.3	1.3	2.9	2.0	2.8	2.0
C29-30 Transport Equipment	1.4	1.5	1.2	1.3	2.1	1.9	1.5	1.6
Other Manufacturing Industries	2.3	1.9	1.8	1.6	3.3	2.9	2.4	2.0
<b>F41-43 CONSTRUCTION</b>	<b>3.1</b>	<b>2.1</b>	<b>2.8</b>	<b>2.3</b>	<b>3.7</b>	<b>2.8</b>	<b>3.1</b>	<b>2.0</b>
<b>G-U SERVICES</b>	<b>3.0</b>	<b>2.4</b>	<b>2.0</b>	<b>1.4</b>	<b>4.2</b>	<b>3.6</b>	<b>4.2</b>	<b>3.5</b>
G46-47 WHOLESALE AND RETAIL TRADE	3.6	3.0	1.9	1.4	5.0	4.4	3.6	3.0
G46 Wholesale Trade	2.8	2.3	1.8	1.3	3.5	3.2	3.5	2.9
G47 Retail Trade	5.3	4.5	2.3	1.9	6.4	5.5	4.1	3.4
H49-53 TRANSPORTATION AND STORAGE	2.4	1.8	1.7	1.5	1.9	1.6	3.2	2.2
H49,5221 Land Transport & Supporting Services	2.3	1.8	1.3	1.3	2.4	2.9	2.4	1.7
H50,5222, 5225 Water Transport & Supporting Services	2.2	1.5	1.6	1.2	2.6	1.7	2.8	1.7
H51,5223 Air Transport & Supporting Services	1.4	0.9	1.1	0.6	1.1	0.8	3.3	1.5
Other Transportation & Storage Services	3.5	2.9	2.5	2.4	3.4	2.8	4.1	3.2
I55-56 ACCOMMODATION AND FOOD SERVICES	4.9	4.9	3.3	3.2	5.3	5.3	4.9	5.1
I55 Accommodation	3.7	3.6	3.1	3.1	3.6	3.7	4.7	4.0
I56 Food & Beverage Services	5.2	5.2	3.4	3.2	5.6	5.5	4.9	5.5
J58-63 INFORMATION AND COMMUNICATIONS	3.0	1.8	2.8	1.7	4.5	2.5	6.3	1.5
J58-61 Telecommunications, Broadcasting & Publishing	2.5	1.6	1.9	1.2	5.0	3.1	4.1	2.6
J62-63 IT & Other Information Services	3.4	2.0	3.3	2.0	3.6	1.3	7.4	1.0
K64-66 FINANCIAL AND INSURANCE SERVICES	2.4	1.6	2.4	1.5	2.7	1.9	1.1	1.1
K64 & 66 (excl.662) Financial Services	2.4	1.5	2.4	1.5	2.5	1.7	1.2	0.8
K65 & 662 Insurance Services	2.7	2.1	2.5	2.0	3.2	2.4	-	3.7
L68 REAL ESTATE SERVICES	4.0	3.7	2.3	2.0	5.3	4.0	4.7	4.8
M69-75 PROFESSIONAL SERVICES	2.3	1.9	1.9	1.7	2.7	2.2	3.9	2.6
M69-70 Legal, Accounting & Management Services	2.2	1.8	1.8	1.6	2.5	2.0	5.2	2.8
M71 Architectural & Engineering Services	2.4	2.1	1.9	1.8	3.3	3.0	3.4	2.7
Other Professional Services	2.4	1.8	2.1	1.7	3.8	2.4	4.3	1.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.7	4.4	4.3	2.5	5.6	4.1	6.5	5.5
N80 Security & Investigation	5.2	4.4	4.0	2.2	5.1	4.4	13.6	9.7
N81 Cleaning & Landscaping	6.4	5.4	2.9	1.6	2.9	2.3	6.8	5.8
Other Administrative & Support Services	5.5	3.5	4.5	2.7	8.0	3.3	5.1	4.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.7	1.2	1.4	0.9	2.4	2.0	2.3	1.9
O84,P85 Public Administration & Education	0.9	0.7	0.8	0.7	1.6	1.0	0.9	0.6
Q86-88 Health & Social Services	2.6	1.3	2.5	1.2	2.9	1.7	2.5	1.4
R90-93 Arts, Entertainment & Recreation	2.4	2.5	2.2	2.1	2.5	2.7	2.5	2.9
S,T,U Other Community, Social & Personal Services	2.5	2.1	2.0	1.7	2.5	2.6	3.0	2.5
<b>A,B,D,E,V OTHERS*</b>	<b>1.8</b>	<b>1.5</b>	<b>0.8</b>	<b>0.6</b>	<b>1.4</b>	<b>1.4</b>	<b>3.3</b>	<b>2.7</b>

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

- : nil or negligible

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

Source : Labour Market Survey, MOM

## 8.1 HOURS WORKED

### AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)		Hours								
		2011	2012	2013	2013			2014		
					Jun	Sep	Dec	Mar	Jun	
<b>TOTAL</b>		<b>46.2</b>	<b>46.2</b>	<b>46.2</b>	<b>46.3</b>	<b>46.2</b>	<b>46.2</b>	<b>45.9</b>	<b>46.1</b>	
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>50.2</b>	<b>50.2</b>	<b>50.1</b>	<b>50.4</b>	<b>50.1</b>	<b>49.9</b>	<b>49.5</b>	<b>49.9</b>	
C10-12	Food, Beverages & Tobacco	48.5	47.8	47.0	46.5	46.7	48.1	46.9	47.1	
C17,18,22	Paper / Rubber / Plastic Products & Printing	49.2	48.6	49.1	49.2	49.1	49.0	48.9	49.2	
C19-21	Petroleum, Chemical & Pharmaceutical Products	45.9	45.1	44.7	44.8	44.9	44.2	44.3	44.7	
C25,28	Fabricated Metal Products, Machinery & Equipment	52.1	52.5	52.6	52.5	52.5	52.7	52.4	52.4	
C26	Electronic, Computer & Optical Products	47.1	46.9	46.9	47.4	47.0	46.9	46.4	47.2	
C29-30	Transport Equipment	53.1	53.6	53.1	53.5	52.6	52.0	51.6	52.3	
	Other Manufacturing Industries	49.7	49.6	50.2	50.8	50.4	49.8	49.5	49.0	
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>52.8</b>	<b>53.0</b>	<b>53.2</b>	<b>53.4</b>	<b>53.0</b>	<b>53.5</b>	<b>53.3</b>	<b>53.2</b>	
<b>G-U</b>	<b>SERVICES</b>	<b>43.4</b>	<b>43.5</b>	<b>43.4</b>	<b>43.4</b>	<b>43.4</b>	<b>43.3</b>	<b>43.1</b>	<b>43.2</b>	
G46-47	WHOLESALE AND RETAIL TRADE	43.7	43.6	43.2	43.5	43.0	42.9	43.0	43.3	
G46	Wholesale Trade	43.6	43.7	43.6	43.9	43.3	43.5	43.4	43.7	
G47	Retail Trade	43.8	43.3	42.3	42.6	42.2	41.9	42.0	42.3	
H49-53	TRANSPORTATION AND STORAGE	46.2	46.1	45.7	45.4	45.9	46.1	45.6	46.1	
H49,5221	Land Transport & Supporting Services	48.4	48.4	46.8	45.9	46.6	48.3	46.5	48.1	
H50,5222,5225	Water Transport & Supporting Services	44.8	44.5	44.3	44.3	44.3	44.2	43.9	44.3	
H51,5223	Air Transport & Supporting Services	44.6	44.8	45.1	44.2	46.2	45.3	45.2	45.5	
	Other Transportation & Storage Services	47.1	46.8	46.7	46.8	46.5	46.9	46.8	46.6	
I55-56	ACCOMMODATION AND FOOD SERVICES	41.6	42.1	43.0	42.8	43.4	43.2	41.6	41.7	
I55	Accommodation	45.8	45.9	46.6	46.4	46.7	47.0	46.5	46.5	
I56	Food & Beverage Services	40.4	41.1	42.0	41.9	42.7	42.3	40.3	40.6	
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.5	41.7	41.7	41.7	41.5	41.6	41.5	
J58-61	Telecommunications, Broadcasting & Publishing	41.4	41.6	42.3	42.2	42.5	42.2	42.0	41.9	
J62-63	IT & Other Information Services	41.6	41.4	41.2	41.3	41.2	41.0	41.4	41.3	
K64-66	FINANCIAL AND INSURANCE SERVICES	41.2	41.2	41.2	41.1	41.3	41.1	41.1	41.1	
K64 & 66 (excl.662)	Financial Services	41.4	41.3	41.3	41.3	41.5	41.3	41.3	41.2	
K65 & 662	Insurance Services	39.8	40.0	40.0	39.8	40.0	40.1	40.1	40.2	
L68	REAL ESTATE SERVICES	44.6	44.5	44.6	44.7	44.3	44.5	44.6	44.5	
M69-75	PROFESSIONAL SERVICES	43.1	43.6	43.6	43.8	43.6	43.1	42.8	43.0	
M69-70	Legal, Accounting & Management Services	41.1	41.5	41.3	41.1	41.5	41.3	40.8	41.0	
M71	Architectural & Engineering Services	45.7	46.6	47.0	47.9	46.8	45.8	45.8	46.0	
	Other Professional Services	42.9	42.2	41.8	42.0	42.0	41.7	41.5	41.6	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	48.5	48.5	47.5	47.4	47.8	47.3	47.5	47.6	
N80	Security & Investigation	54.6	55.5	52.8	52.7	53.3	53.4	53.5	53.2	
N81	Cleaning & Landscaping	45.7	45.3	44.9	45.6	44.9	43.7	43.6	44.4	
	Other Administrative & Support Services	45.7	45.0	44.8	44.2	45.4	44.9	44.9	44.8	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.1	42.1	42.1	42.0	42.1	42.0	42.0	
O84,P85	Public Administration & Education	41.4	41.3	41.3	41.3	41.3	41.4	41.3	41.3	
Q86-88	Health & Social Services	42.1	42.1	42.0	42.1	42.0	41.8	41.8	41.9	
R90-93	Arts, Entertainment & Recreation	43.4	43.8	43.9	43.8	44.0	44.3	43.8	43.7	
S,T,U	Other Community, Social & Personal Services	44.3	44.2	43.8	44.1	43.4	44.1	43.6	43.7	
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>45.8</b>	<b>45.7</b>	<b>45.7</b>	<b>45.5</b>	<b>45.9</b>	<b>45.6</b>	<b>45.3</b>	<b>45.3</b>	

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

Source : Labour Market Survey, 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.

## 8.2 HOURS WORKED

### AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)	Hours							
	2011	2012	2013	2013			2014	
				Jun	Sep	Dec	Mar	Jun
<b>TOTAL</b>	<b>3.7</b>	<b>3.8</b>	<b>3.8</b>	<b>3.9</b>	<b>3.8</b>	<b>3.8</b>	<b>3.6</b>	<b>3.8</b>
<b>C10-32 MANUFACTURING</b>	<b>7.0</b>	<b>7.2</b>	<b>7.1</b>	<b>7.4</b>	<b>7.0</b>	<b>6.9</b>	<b>6.5</b>	<b>6.9</b>
C10-12 Food, Beverages & Tobacco	5.0	4.3	4.1	3.9	4.2	4.7	3.6	3.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.8	5.1	5.7	5.8	5.7	5.7	5.5	5.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.2	3.2	2.9	3.1	3.1	2.4	2.6	2.8
C25,28 Fabricated Metal Products, Machinery & Equipment	8.5	9.1	9.0	9.0	9.0	8.9	8.7	8.8
C26 Electronic, Computer & Optical Products	4.7	4.8	4.8	5.3	4.8	5.0	4.4	5.2
C29-30 Transport Equipment	9.4	9.9	9.5	9.8	9.0	8.5	8.1	9.0
Other Manufacturing Industries	6.8	6.7	7.2	7.7	7.2	6.9	6.5	6.1
<b>F41-43 CONSTRUCTION</b>	<b>7.9</b>	<b>8.2</b>	<b>8.5</b>	<b>8.6</b>	<b>8.3</b>	<b>8.6</b>	<b>8.5</b>	<b>8.5</b>
<b>G-U SERVICES</b>	<b>1.7</b>	<b>1.8</b>	<b>1.7</b>	<b>1.7</b>	<b>1.8</b>	<b>1.7</b>	<b>1.6</b>	<b>1.8</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	<b>1.5</b>	<b>1.8</b>
G46 Wholesale Trade	1.6	1.6	1.5	1.5	1.6	1.5	1.4	1.6
G47 Retail Trade	2.1	2.0	2.0	2.1	1.9	2.1	1.9	2.1
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>3.3</b>	<b>3.3</b>	<b>3.0</b>	<b>2.8</b>	<b>3.0</b>	<b>3.3</b>	<b>2.8</b>	<b>3.4</b>
H49,5221 Land Transport & Supporting Services	4.9	5.2	3.8	3.1	3.4	5.4	3.6	5.4
H50,5222, 5225 Water Transport & Supporting Services	1.9	1.8	1.7	1.7	1.8	1.8	1.6	1.9
H51,5223 Air Transport & Supporting Services	2.3	2.4	2.2	1.9	2.8	1.9	1.9	2.3
Other Transportation & Storage Services	4.3	4.1	4.0	4.2	3.9	4.1	4.1	4.2
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>1.5</b>	<b>1.7</b>	<b>2.3</b>	<b>2.4</b>	<b>2.4</b>	<b>2.4</b>	<b>1.9</b>	<b>1.8</b>
I55 Accommodation	1.9	2.1	2.6	2.5	2.6	3.0	2.6	2.6
I56 Food & Beverage Services	1.4	1.7	2.2	2.3	2.3	2.3	1.7	1.6
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>0.5</b>	<b>0.5</b>	<b>0.5</b>	<b>0.6</b>	<b>0.5</b>	<b>0.3</b>	<b>0.4</b>	<b>0.4</b>
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.7	0.8	0.9	0.8	0.5	0.7	0.6
J62-63 IT & Other Information Services	0.3	0.3	0.3	0.4	0.3	0.2	0.2	0.4
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>	<b>0.3</b>	<b>0.2</b>	<b>0.2</b>	<b>0.2</b>
K64 & 66 (excl.662) Financial Services	0.2	0.2	0.2	0.2	0.3	0.2	0.2	0.2
K65 & 662 Insurance Services	0.4	0.3	0.3	0.3	0.3	0.3	0.3	0.3
<b>L68 REAL ESTATE SERVICES</b>	<b>2.0</b>	<b>1.9</b>	<b>2.2</b>	<b>2.5</b>	<b>2.2</b>	<b>1.8</b>	<b>1.9</b>	<b>1.9</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>1.7</b>	<b>2.0</b>	<b>2.1</b>	<b>2.4</b>	<b>2.0</b>	<b>1.8</b>	<b>1.8</b>	<b>1.9</b>
M69-70 Legal, Accounting & Management Services	0.6	0.8	0.8	0.7	0.8	0.9	0.8	1.0
M71 Architectural & Engineering Services	3.1	3.9	4.3	5.1	3.9	3.5	3.5	3.6
Other Professional Services	1.5	0.9	0.7	0.8	0.8	0.5	0.4	0.5
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>5.3</b>	<b>5.6</b>	<b>4.8</b>	<b>4.6</b>	<b>5.3</b>	<b>4.9</b>	<b>5.1</b>	<b>5.4</b>
N80 Security & Investigation	10.5	12.1	9.6	9.5	10.5	10.3	10.6	10.7
N81 Cleaning & Landscaping	2.6	2.3	2.3	2.6	2.5	1.8	1.7	2.5
Other Administrative & Support Services	3.2	2.7	2.6	2.1	3.2	2.6	2.6	2.7
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>0.5</b>	<b>0.6</b>	<b>0.5</b>	<b>0.5</b>	<b>0.5</b>	<b>0.5</b>	<b>0.4</b>	<b>0.5</b>
O84,P85 Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q86-88 Health & Social Services	0.5	0.5	0.4	0.4	0.5	0.4	0.4	0.5
R90-93 Arts, Entertainment & Recreation	1.3	1.4	1.2	1.1	1.3	1.5	1.1	1.2
S,T,U Other Community, Social & Personal Services	1.9	2.0	1.7	1.8	1.4	2.1	1.6	1.7
<b>A,B,D,E,V OTHERS*</b>	<b>3.1</b>	<b>3.1</b>	<b>3.1</b>	<b>3.0</b>	<b>3.2</b>	<b>3.0</b>	<b>2.8</b>	<b>2.7</b>

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

Source : Labour Market Survey, 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.

# Explanatory Notes

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Labour Market, Second Quarter 2014

## Unemployment

### Source

Labour Force Survey

### Coverage

The survey covers 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. Estimates of the total labour force are derived by combining data on residents (also known as locals) obtained from the survey with foreign workforce data compiled from administrative records.

### Concepts and Definitions

**Unemployed persons** refer to persons aged 15 years and over who did not work but were actively looking and available for work during the reference period. They include persons who were not working but were taking steps to start their own business or taking up a new job after the reference period.

**Unemployment rate** is defined as the percentage of unemployed persons to the total number of economically active persons (i.e. employed and unemployed persons) aged 15 years and over.

**Long-term unemployed persons** refer to persons aged 15 years and over who have been unemployed for 25 weeks or more.

**Long-term unemployment rate** is defined as the percentage of long-term unemployed persons to all economically active persons.

### Uses and Limitations

The unemployment rate is probably the best-known measure of the labour market. It measures unutilised labour supply and is useful in the study of the economic cycle as it is closely related to economic fluctuations.

Unemployment can have frictional, cyclical and structural elements. As it takes time for job seekers and employers to find a match, there is always a certain level of frictional unemployment due to people changing jobs and from new entrants looking for work for the first time. Unemployment can also be structural e.g. arising from a mismatch between the job seekers and the job openings available. With structural unemployment, even if job vacancies and job seekers coexist in the labour market, they may not be matched over a long period of time. Finally, unemployment can be cyclical. This occurs when there is a general decline in demand for manpower as aggregate demand for goods and services fall in the event of a cyclical downturn. Unlike structural and frictional unemployment where the problem is in matching job openings with job seekers, cyclical unemployment occurs when there are not enough jobs to go around.

Unemployment can vary due to changes in demand or supply of manpower. It can decline if more people succeed in securing employment or when the unemployed persons stop looking for a job and leave the labour force either temporarily (e.g. to take up training) or permanently (e.g. to retire). Conversely, unemployment may rise due to increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

Unemployment rates by specific groups, defined e.g. by age and educational attainment are useful in identifying groups of workers most vulnerable to unemployment.

## Employment

### Source

Primarily from administrative records. The self-employed component is estimated from the Labour Force Survey.

### Coverage

The employment data comprise all persons in employment i.e. employees and the self-employed. However, it excludes males who are serving their 2-year full-time national service liability 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 (also known as resident) employee is any 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 which is a compulsory savings scheme to provide 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 residents is estimated from the Labour Force Survey. The self-employed comprises persons aged 15 years and over who are own account workers, employers or contributing family workers.

### Concepts and Definitions

**Employment change** refers to the change in the number of persons who are in employment, derived by taking the difference in the employment level at the end of the reference period compared with the end of the preceding period. A positive change refers to the additional number of persons who are in employment, while a negative change refers to the decline in number of persons in employment.

### Uses and Limitations

This data series allows users to identify individual industries where employment is growing or stagnating. An analysis of the data over time also helps in understanding the impact of cyclical and structural changes in the economy on the demand for workers.

Conceptually, the change in employment over the reference period is the difference between people entering and exiting employment during the period. Users should not mistake an increase in employment as gross job creation.

## Redundancy

### Source

Labour Market Survey

### Coverage

Before 2006, the survey covers private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

### Concepts and Definitions

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

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

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

### Uses and Limitations

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

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

## Re-entry into Employment

### Source

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

### Coverage

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

## Concepts and Definitions

**Re-entry rate** is defined as the proportion of residents made redundant who re-entered employment. The re-entry rate within six months of redundancy for a quarter refers to the re-entry rate as at end of the quarter for the residents made redundant in the previous quarter. For example, the re-entry rate for second quarter 2009 shows the proportion of residents made redundant in the first quarter of 2009 who had re-entered employment by June 2009. The annual average re-entry rate is the simple average of the quarterly figures. The "Re-employment" (of workers made redundant) series has been renamed "Re-entry into Employment". This is to avoid confusion with the use of the term "Re-employment" in the Retirement and Re-employment Act, which refers to the re-employment of workers past the retirement age.

## Uses and Limitations

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

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

## Job Vacancy

### Source

Labour Market Survey

### Coverage

Before 2006, the survey covers private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

## Concepts and Definitions

**Job vacancy** refers to the number of unfilled posts for which an establishment is actively recruiting employees from outside the establishment. They exclude:

- a) Positions for which the employees have been appointed, but have not yet commenced duty;
- b) Positions open only to internal transfers, promotion.

Recruitment action to fill a post includes advertising in newspapers, posting notices on the internet (e.g. on online job banks), making word-of-mouth announcements, soliciting employees through employment agencies or job fairs, contacting or interviewing registered job applicants.

**Job vacancy rate** for a quarter is defined as the total number of job vacancies divided by the total demand for manpower at the end of the quarter. The total demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the quarter. The annual figures are the simple averages of the quarterly figures.

**Job vacancy to unemployed ratio** is calculated by taking the 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.

### Uses and Limitations

Job vacancy statistics measure unmet demand for manpower and are useful for assessing changes in the manpower demand over time. They enable users to identify industries and occupations where employers are seeking workers. This can have operational use e.g. in improving vocational guidance and helping job seekers and employers make more informed choices.

Data on job vacancies can assist in pinpointing emerging labour shortages. To identify labour shortages, trends in vacancy data would have to be evaluated together with other labour market indicators as well as background information on the occupations and factors affecting demand and supply of workers. This is because persistent job vacancies may indicate either real shortages or factors such as low wages, poor working conditions and unrealistic hiring specifications.

## Labour Turnover

### Source

Labour Market Survey

### Coverage

Before 2006, the survey covers private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

### Concepts and Definitions

**Average monthly recruitment rate** during a quarter is defined as the average number of persons recruited in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

**Average monthly resignation rate** during a quarter is defined as the average number of persons who resigned in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

## Uses and Limitations

In good times when job openings are plentiful, recruitment and resignation rates tend to be high reflecting movement of workers between jobs. In periods of economic downturn, high layoffs are usually coupled with low resignation and recruitment rates.

The resignation rates by industry are valuable to employers for comparing their staff turnover against the industry norm. Low resignation rate in a company relative to the industry average is usually considered to be an indicator of good labour-management relations. Labour turnover also reflects the unique labour market dynamics of the various industries. For example, accommodation and food services typically have higher turnover rates because of their heavy reliance on temporary and part-time workers to cope with fluctuations in demand.

## Paid Hours Worked

### Source

Labour Market Survey

### Coverage

Before 2006, the survey covers private sector establishments each with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

### Concepts and Definitions

**Total paid hours worked** refer 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.

**Standard hours worked** refer to the number of hours, excluding meal breaks worked by an employee during a normal working week.

**Paid overtime hours worked** refers to the number of hours worked by an employee during a week 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.

### Uses and Limitations

Data on number of paid overtime hours are used as a gauge of the level of economic activities and working conditions of the various industries. The data can also be used for social studies on family and community life.

The data however do not capture unpaid overtime worked e.g. by executives and management staff who are normally not paid for working overtime. Users can refer to separate statistics on usual hours worked collected from the mid-year Comprehensive Labour Force Survey.

## Reliability of Data

In a sample survey, inferences about the target population are drawn from the data collected from the sample. Errors due to extension of the conclusions based on one sample to the entire population are known as sampling errors. The sampling error of an estimate is the extent of variation between the estimated value obtained from a sample and the true value from the population. Factors influencing the sampling error include the sample size, the sample design, method of estimation, the variability of the population and the characteristics studied.

A common measure of the sampling error of an estimate is its standard error, which is a measure of the variation among the estimates derived from all possible samples. An alternative measure is the relative standard error of an estimate which indicates the standard error relative to the magnitude of the estimate. A sample estimate and an estimate of its standard error can be used to construct an interval that will, at specified levels of confidence, include the true value. By statistical convention, the confidence level has been set at 95 per cent.

Estimates of the sampling variability of selected indicators are as follows:

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Jun 14	81,800	1,900	2.3%	78,100	85,500
Resident Unemployment Rate	Jun 14	3.7%	0.09%-pt	2.3%	3.5%	3.9%
<b>JOB VACANCY</b>						
Job Vacancy Number	Jun 14	63,900	1,000	1.5%	61,900	65,800
Job Vacancy Rate	Jun 14	3.1%	0.05%-pt	1.4%	3.0%	3.2%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	2Q 14	2.8%	0.03%-pt	1.1%	2.7%	2.9%
Average Monthly Resignation Rate	2Q 14	2.2%	0.02%-pt	1.0%	2.2%	2.3%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Jun 14	3.8	0.04	1.0%	3.7	3.9

Note: Data are non-seasonally adjusted.

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TITLE OF REPORT : LABOUR MARKET, SECOND QUARTER 2014

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

	Excellent	Good	Average	Poor
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Too detailed       Just right       Too brief

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## Just Released

### Labour Market, Second Quarter 2014

**Date of Release: 15 Sep 2014**

This quarterly release analyses the labour market situation. Topics covered include unemployment, employment, redundancy, re-entry into employment, job vacancy, labour turnover and hours worked.



### Singapore Yearbook of Manpower Statistics, 2014

**Date of Release: 30 Jun 2014**

The Yearbook contains a wide range of statistics on the labour market. These include key data on the labour force, job vacancy, wages, redundancy, labour turnover, hours worked, conditions of employment, labour relations, workplace safety and health, higher education and skills training.



## Other Resources

Title	Date of Release
• Manpower Statistics in Brief, 2014	20/06/2014
• Report on Wage Practices, 2013	05/06/2014
• Redundancy and Re-entry into Employment, 2013	24/04/2014
• Labour Force in Singapore, 2013	29/01/2014
• Job Vacancies, 2013	27/01/2014
• Employer Supported Training, 2012	08/10/2013
• Labour Turnover Time Series, 2006 to 2012	01/04/2013
• Conditions of Employment, 2012	20/12/2012
• Retirement and Re-employment Practices, 2011	20/07/2012
• Report on Wages in Singapore, 2011	29/06/2012
• Singaporeans in the Workforce*	11/10/2011
• Labour Mobility	31/05/2010
• Focus on Older People In and Out of Employment	29/07/2008
• Quality of Employment Creation for Singapore Citizens	29/02/2008
• Employment of Singapore Citizens, Permanent Residents and Foreigners, 1997 to 2006	29/02/2008
• Premium on Fields of Study: The Returns to Higher Education in Singapore	19/01/2007

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

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