

# LABOUR MARKET THIRD 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
- Q : Quarter
- M : March
- J : June
- S : September
- D : December

## **Abbreviations**

- CPF : Central Provident Fund
- 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 seasonally adjusted unemployment rate in September 2014 remained low and steady at 2.0% for overall, 2.8% for residents and 2.9% for citizens. An estimated 52,700 residents, including 46,700 Singapore citizens were unemployed in September 2014. The seasonally adjusted figures were 62,600 for residents and 55,400 for citizens.
- Long-term unemployment improved over the year. 10,800 residents, making up 0.5% of the resident labour force, were looking for work for at least 25 weeks in September 2014, down from 12,600 or 0.6% a year ago.
- Total employment grew by 33,400 in the third quarter of 2014, up from the increase of 27,700 in the preceding quarter and largely unchanged from the 33,100 in the third quarter of 2013. This brought total employment to 3,583,200 in September 2014, which was 3.8% higher than a year ago. This year-on-year rate of growth in total employment remained unchanged from a quarter ago.
- More workers were laid off in the third quarter of 2014 (3,500) than in the preceding quarter (2,410) and in the third quarter of 2013 (2,710). The rate of re-entry into employment within six months of redundancy improved for the second consecutive quarter. Based on CPF records, 55% of the residents made redundant in the second quarter of 2014 secured employment by September 2014, up from 53% experienced by the previous cohort (laid off in the first quarter of 2014) in June 2014.
- Job openings moderated, after four consecutive quarters of increase. The seasonally adjusted vacancies declined over the quarter by 5.9% to 60,700 in September 2014. Nonetheless, job openings continued to outnumber job seekers. The seasonally adjusted ratio of job vacancies to unemployed persons rose to 142 job openings per 100 job seekers in September 2014 from 136 in June 2014.

## Overview

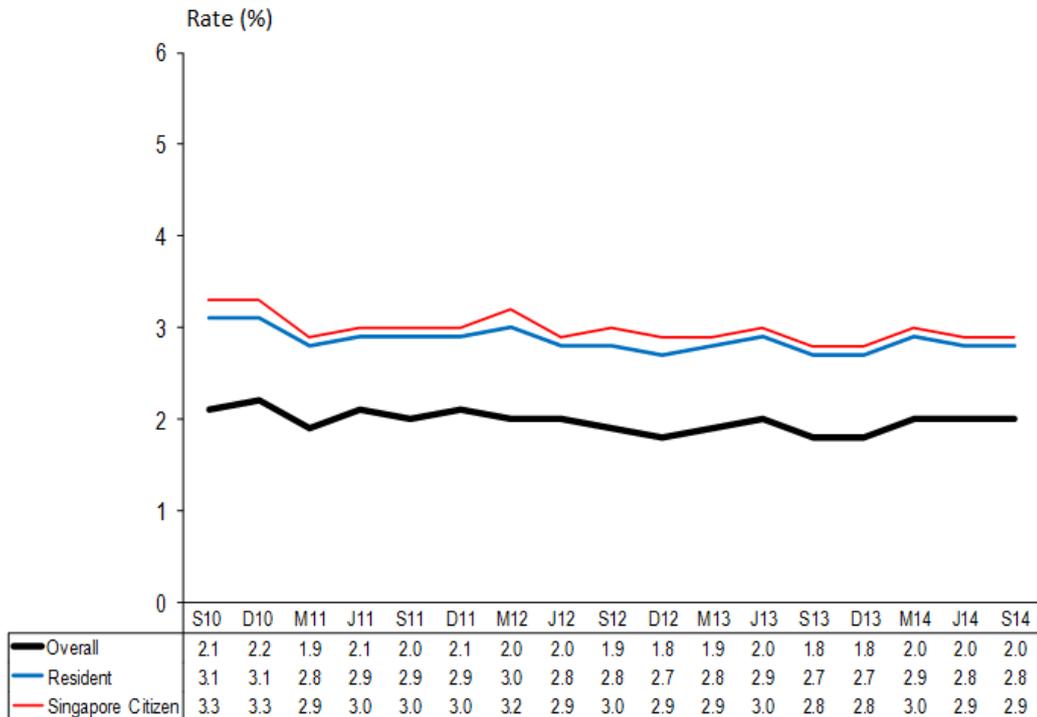
Unemployment remained low and steady in September 2014, while long-term unemployment improved over the year. The rate of re-entry into employment after redundancy continued to improve, amid higher layoffs from business restructuring.

## Unemployment

### *Unemployment remained low and steady*

The seasonally adjusted unemployment rate in September 2014 was 2.0% for overall, 2.8% for residents and 2.9% for citizens, unchanged from the rates a quarter ago. An estimated 52,700 residents, including 46,700 Singapore citizens were unemployed in September 2014. The seasonally adjusted figures were 62,600 for residents and 55,400 for citizens.

Chart 1: Unemployment Rate  
(Seasonally Adjusted)

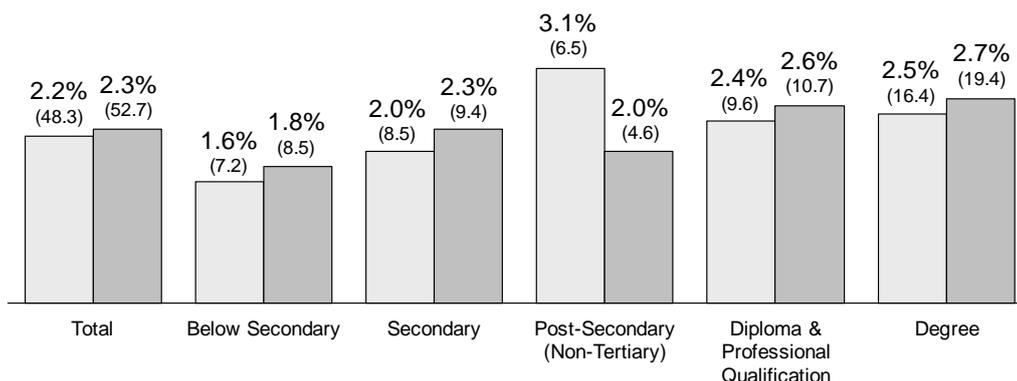


On a non-seasonally adjusted basis, the resident unemployment rate was slightly higher in September 2014 (2.3%) than a year ago (2.2%). Most education groups had slightly higher unemployment rate in September 2014 compared with a year ago, except for post-secondary (non-tertiary) educated residents whose rate improved.

Younger residents aged below 30 and mature residents aged 40 & over had higher unemployment rate than a year ago, while the rate for residents in their 30s was slightly lower than a year ago. Reflecting an ageing labour force, mature residents aged 40 & over made up the largest share among the unemployed residents in September 2014 at 24,400 or 46%, 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)

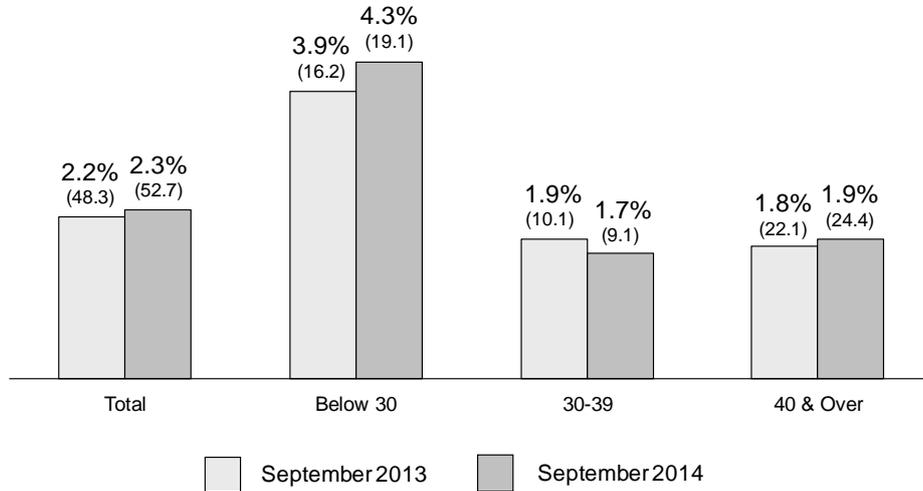
By Education



<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.

<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

By Age



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. 10,800 residents making up 0.5% of the resident labour force had been looking for work for at least 25 weeks in September 2014, down from 12,600 or 0.6% a year ago. The share of long-term unemployed among resident job seekers also decreased from 26% to 21% over the year.

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

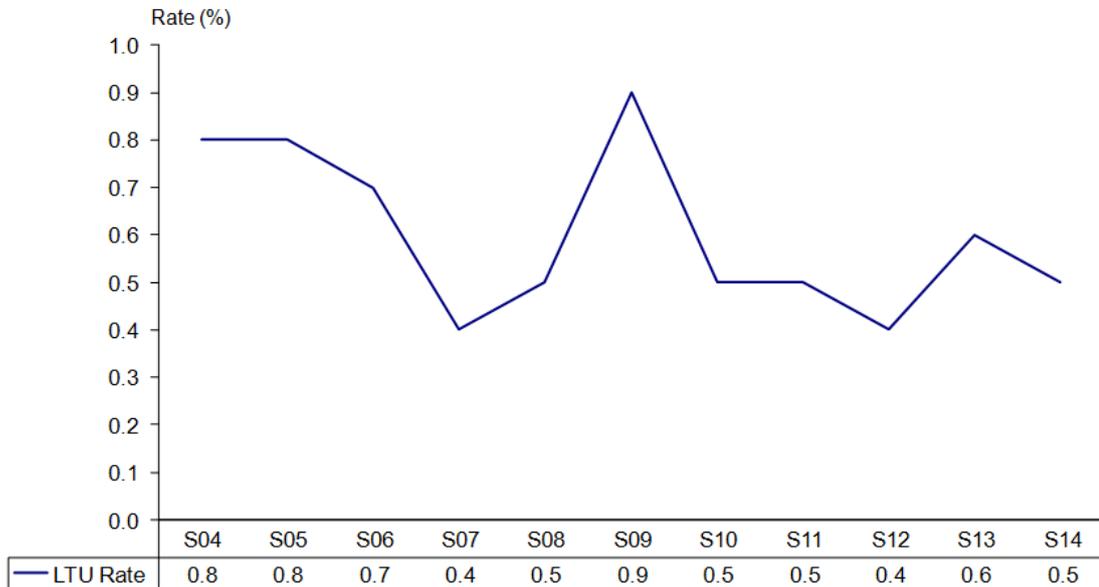
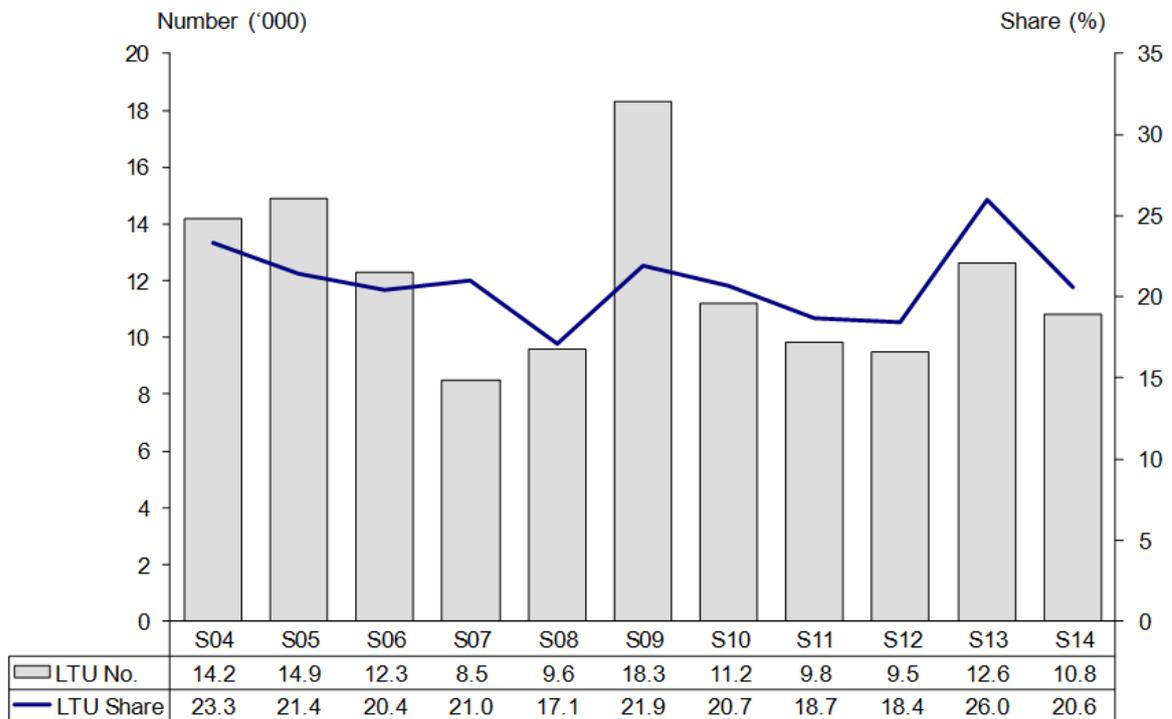


Chart 4: Number And Share Of Resident Long-Term Unemployed  
(Non-Seasonally Adjusted)



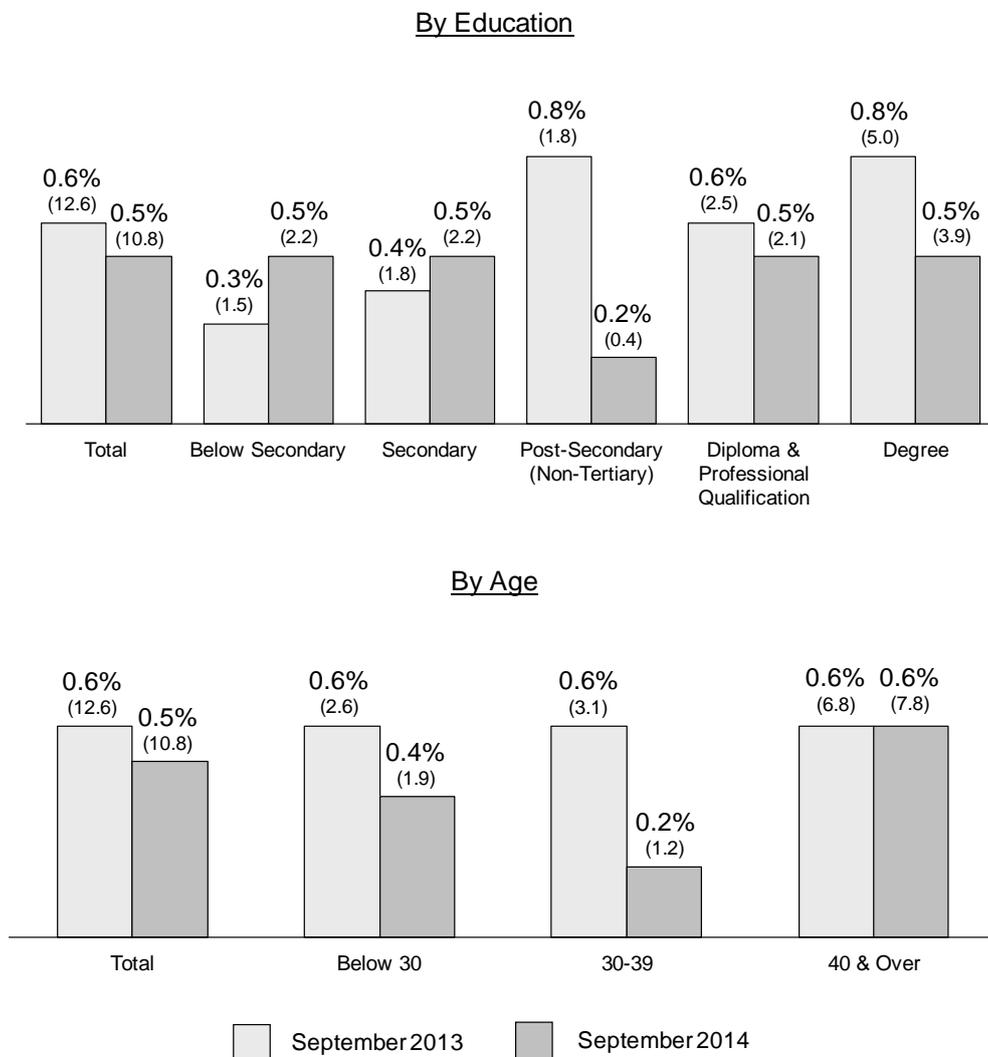
Notes:

- (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.

The long-term unemployment rate declined over the year for tertiary-educated residents and those with post-secondary (non-tertiary) qualifications, while it increased for those with secondary or lower qualifications.

Residents in their 30s and younger experienced improvement in their long-term unemployment rate over the year, while the rate for mature residents aged 40 & over held steady. Slightly more than seven in ten (72% or 7,800) long-term unemployed residents in September 2014 were aged 40 & over, reflecting their above-average long-term unemployment rate and higher representation in the resident labour force.

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



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.

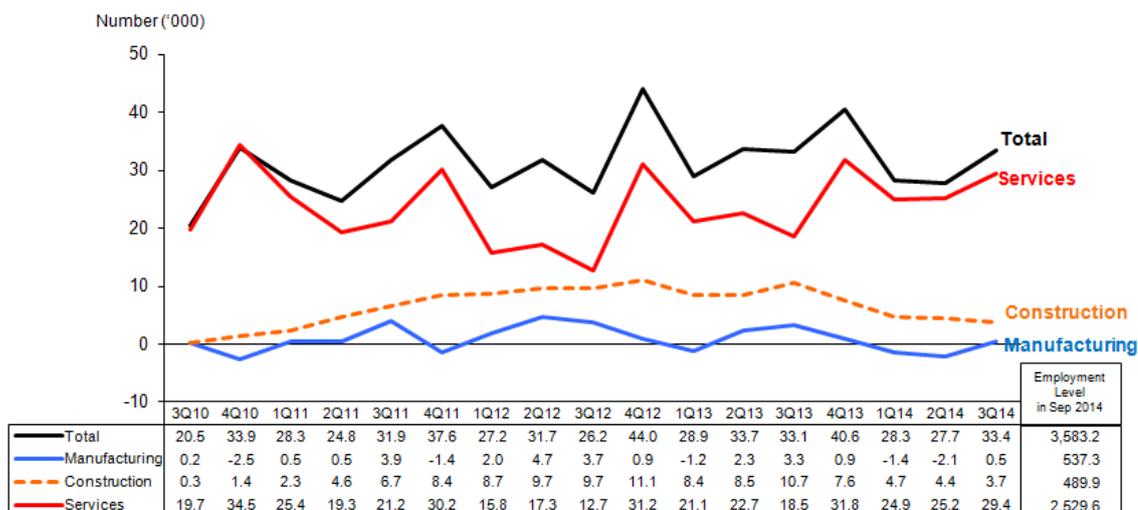
## Employment

### *Increase in employment was higher than second quarter*

Total employment grew by 33,400 in the third quarter of 2014, up from the increase of 27,700 in the preceding quarter and largely unchanged from the 33,100 in the third quarter of 2013. This brought total employment to 3,583,200 in September 2014, which was 3.8% higher than a year ago. This year-on-year rate of growth in total employment remained unchanged from a quarter ago.

Most of the employment gains in the third quarter of 2014 were in services (29,400), especially in community, social & personal services (6,500), wholesale & retail trade (5,000), professional services (4,500) and financial & insurance services (3,800). Employment in construction and manufacturing rose by 3,700 and 500 respectively.

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

In Thousands

Industry	Quarterly Change							Employment Level in Sep 2014
	2013				2014			
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	
Total	28.9	33.7	33.1	40.6	28.3	27.7	33.4	3,583.2
Manufacturing	-1.2	2.3	3.3	0.9	-1.4	-2.1	0.5	537.3
Construction	8.4	8.5	10.7	7.6	4.7	4.4	3.7	489.9
Services	21.1	22.7	18.5	31.8	24.9	25.2	29.4	2,529.6
Wholesale & Retail Trade	2.6	-1.1	3.2	8.4	2.3	2.0	5.0	489.0
Transportation & Storage	2.5	3.6	1.4	1.3	1.9	2.6	1.1	232.1
Accommodation & Food Services	-0.1	2.2	1.1	6.6	-0.1	1.1	2.3	230.0
Information & Communications	1.5	4.6	1.1	0.9	1.0	1.4	2.5	118.4
Financial & Insurance Services	1.9	-1.3	2.2	1.9	2.4	1.3	3.8	195.2
Real Estate Services	0.7	-0.4	-0.6	0.7	1.9	1.8	2.7	95.2
Professional Services	3.4	5.5	4.8	1.3	3.0	4.0	4.5	233.9
Administrative & Support Services	2.2	4.9	1.2	3.2	1.9	5.3	0.9	195.5
Community, Social & Personal Services	6.3	5.0	4.3	7.5	10.7	5.8	6.5	740.2
Others	0.5	0.2	0.6	0.3	0.1	0.1	-0.2	26.5

## 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.

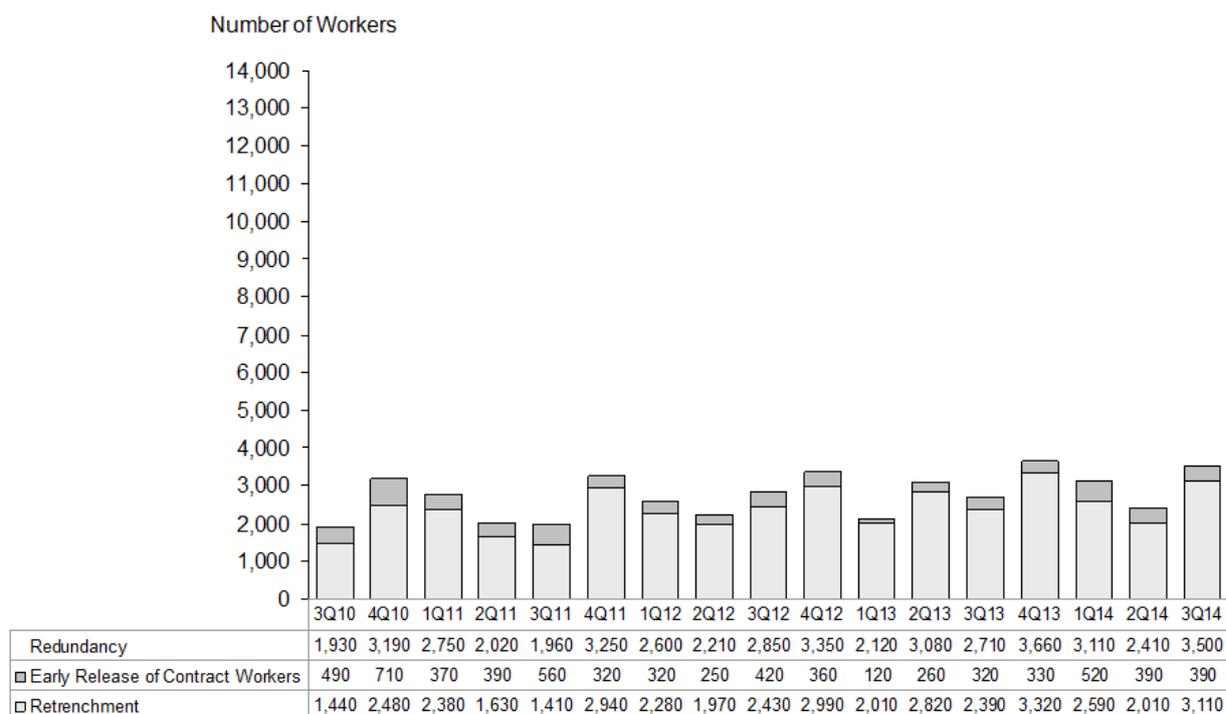
## Redundancy

### Layoffs rose in the third quarter of 2014

Some 3,500 workers were laid off, up from 2,410 workers in the preceding quarter and 2,710 in the third quarter of 2013.

Redundancy rose over the quarter for services and manufacturing, while construction posted a slight decline. Services (58%) contributed to the bulk of the layoffs, followed by manufacturing (36%) and construction (5.9%).

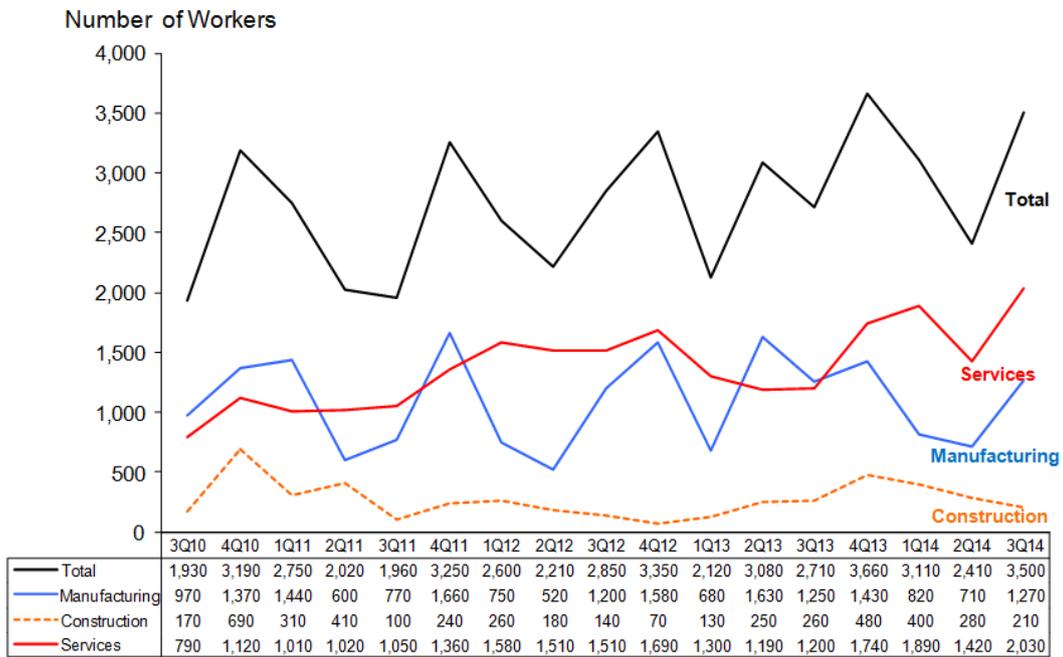
Chart 7: Redundancy



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.

Chart 8: Redundancy By Sector



Notes:

- (1) Data pertain to private 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 due to rounding.

PMETs formed two in three (66%) of residents laid off in the third quarter of 2014, followed by clerical, sales & service workers (22%) and production & related workers (12%). Three in five (61%) of the residents affected were mature workers aged 40 & over.

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

Characteristics	Per Cent
	Residents Made Redundant, 3Q14
Total	100.0
<u>Sex</u>	
Males	53.4
Females	46.6
<u>Age Group</u>	
Below 30	11.3
30 – 39	28.0
40 & Over	60.7
<u>Educational Attainment</u>	
Below Secondary	15.4
Secondary	20.3
Post Secondary (Non-Tertiary)	7.4
Diploma & Professional Qualification	16.8
Degree	40.1
<u>Occupational Group</u>	
Professionals, Managers, Executives & Technicians	65.6
Clerical, Sales & Service Workers	22.5
Production & Transport Operators, Cleaners & Labourers	12.0

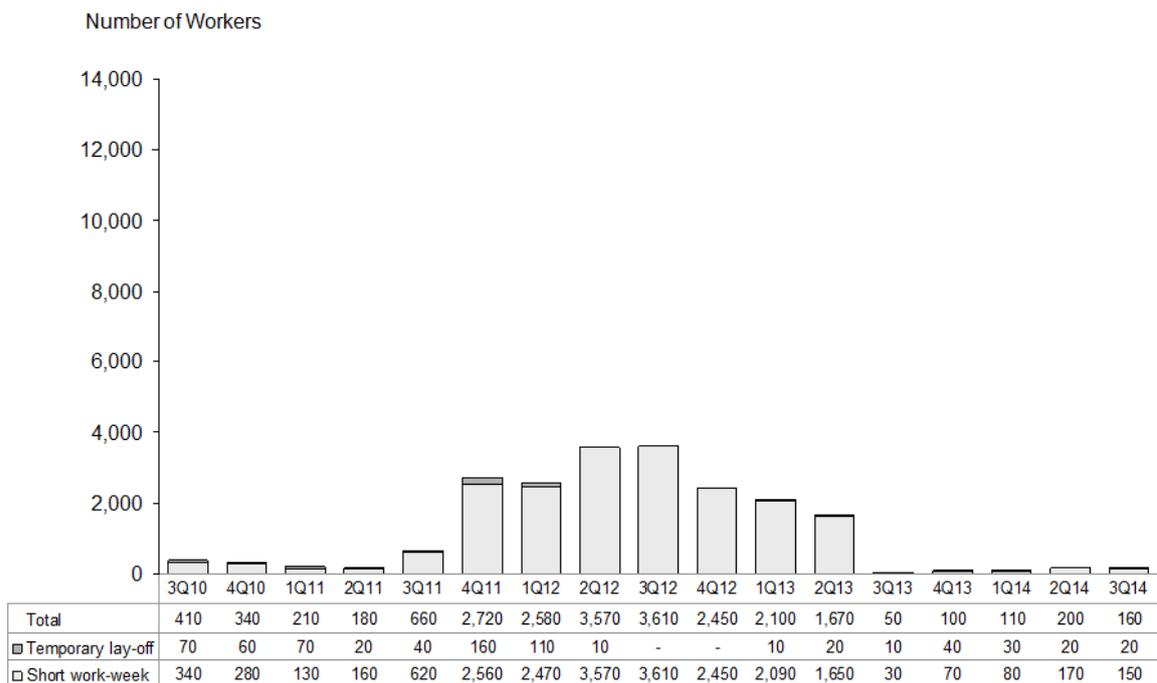
## Notes:

- (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 remained low

The number of workers on short work-week or temporary layoff remained low at 160 in the third quarter of 2014. The majority (83%) of the workers affected were from manufacturing, followed by services (9.3%) and construction (8.0%). Production & related workers formed eight in ten (80%) of the workers, followed by PMETs (14%) and clerical, sales & service workers (5.6%).

Chart 9: Number Of Workers On Short Work-week Or Temporary Layoff



- : nil or negligible.

Notes:

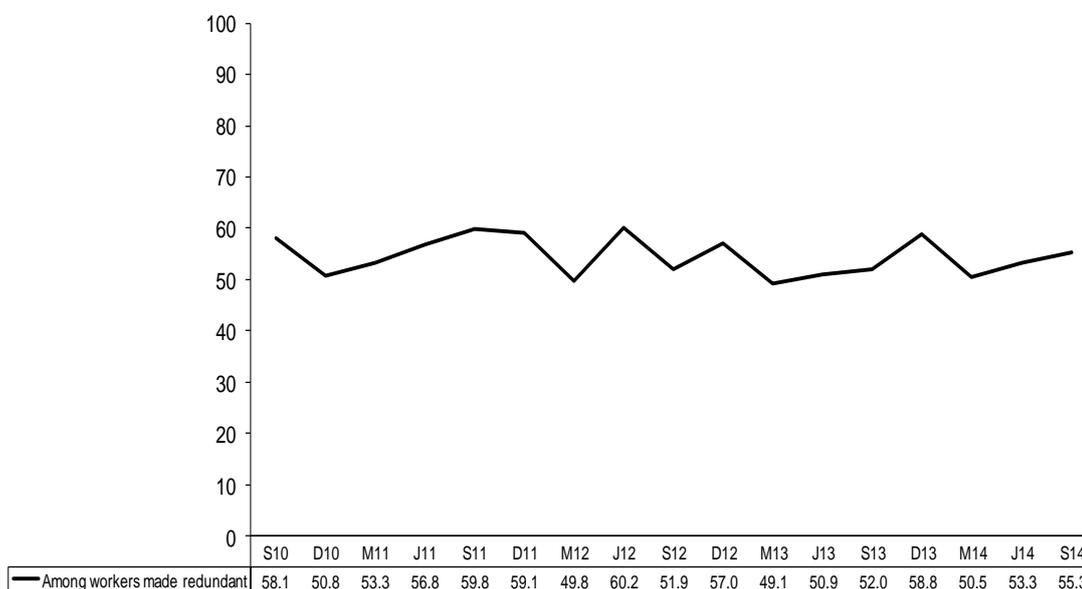
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

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

### *Rate of re-entry into employment continued to improve*

The rate of re-entry into employment within six months of redundancy improved for the second consecutive quarter. Based on CPF records, 55% of the residents made redundant in the second quarter of 2014 secured employment by September 2014, up from 53% experienced by the previous cohort (laid off in the first quarter of 2014) in June 2014.

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

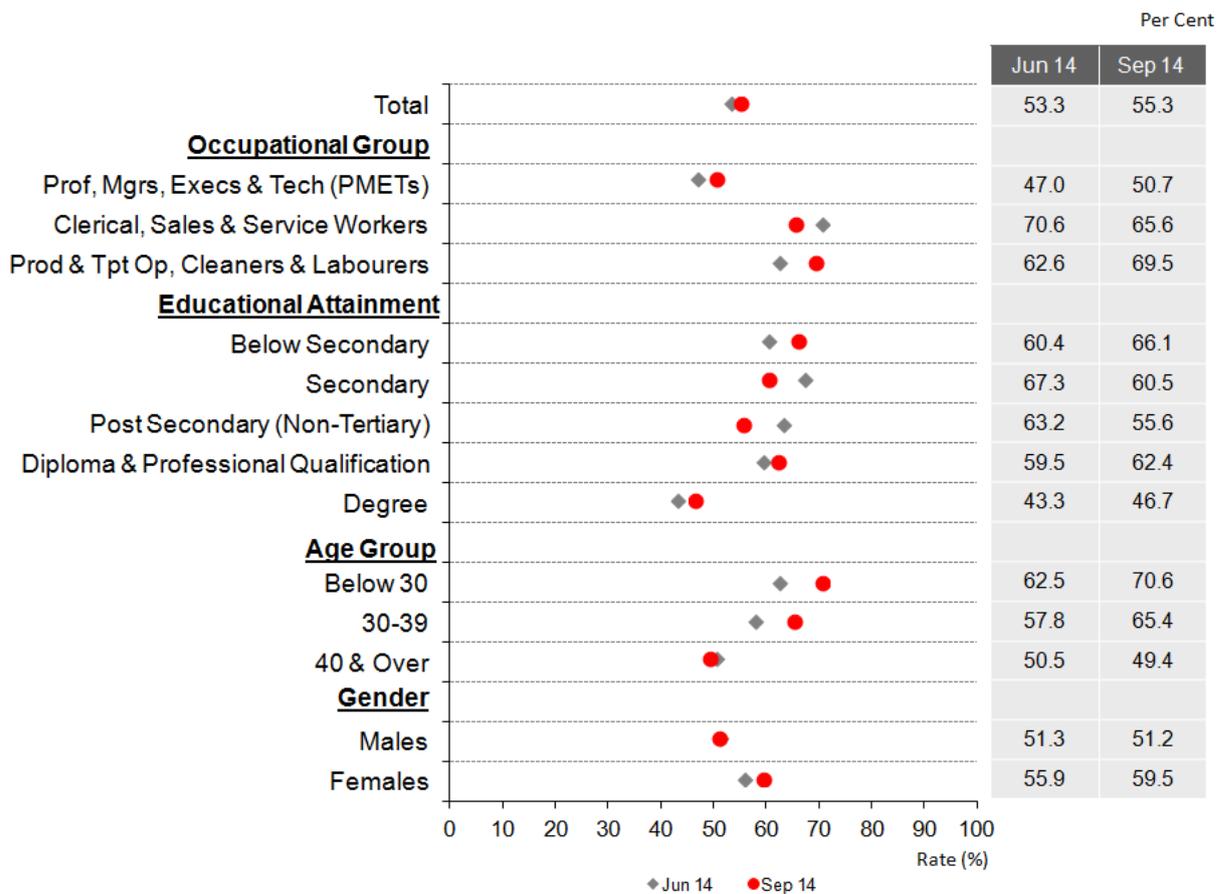


Note: Data refer to re-entry rates as at end of quarter for residents made redundant in the previous quarter.

<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.

Residents displaced from production & transport operations, cleaning & labour positions experienced the most improvement, with almost seven in ten of them securing employment by September 2014, exceeding the rates for 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 11: Rate Of Re-entry Into Employment Of Residents Made Redundant (Within Six Months Of Redundancy)



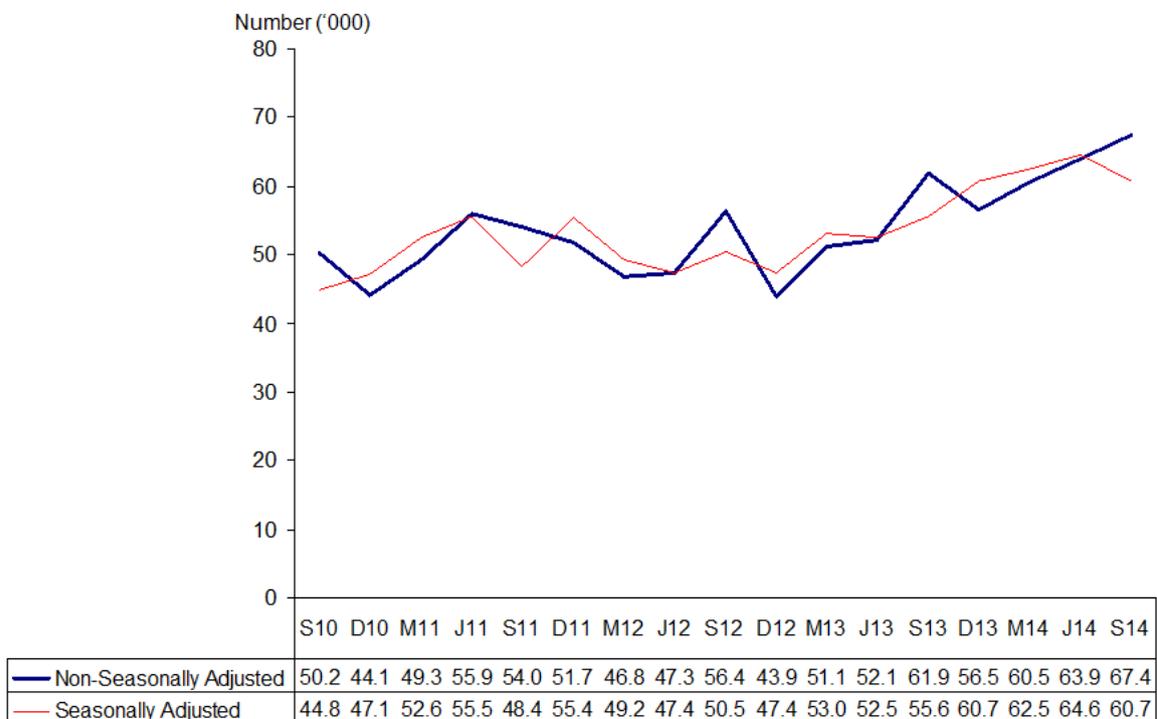
Note: Data pertain to residents who were made redundant by private sectors establishments (each with at least 25 employees) and the public sector in the first / second quarter of 2014 who re-entered employment by June 2014 / September 2014 respectively.

## Job Vacancy

### *Job openings continued to outnumber job seekers*

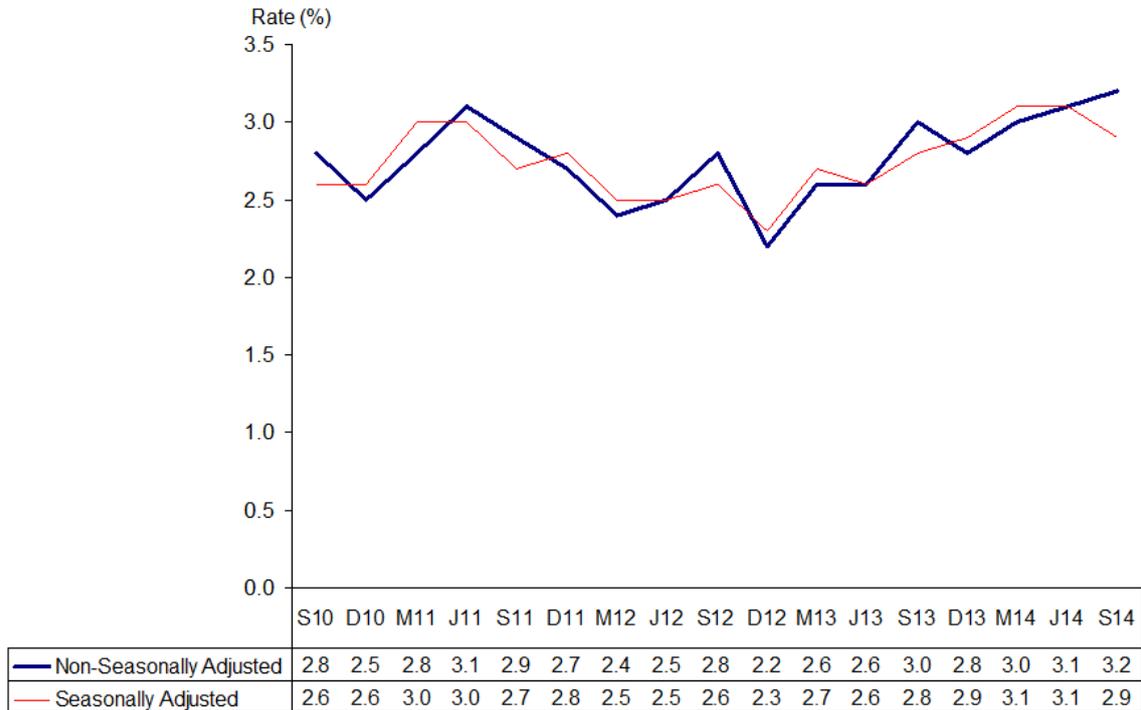
Job openings moderated, after four consecutive quarters of increase. The seasonally adjusted vacancies declined over the quarter by 5.9% to 60,700 in September 2014. Still, on a non-seasonally adjusted basis, the number of vacancies in September 2014 (67,400) was 9.0% higher than 61,900 a year ago. These vacancies represented 3.2% of total manpower demand, higher than 3.0% in September 2013.

Chart 12: Job Vacancy



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

Chart 13: Job Vacancy Rate

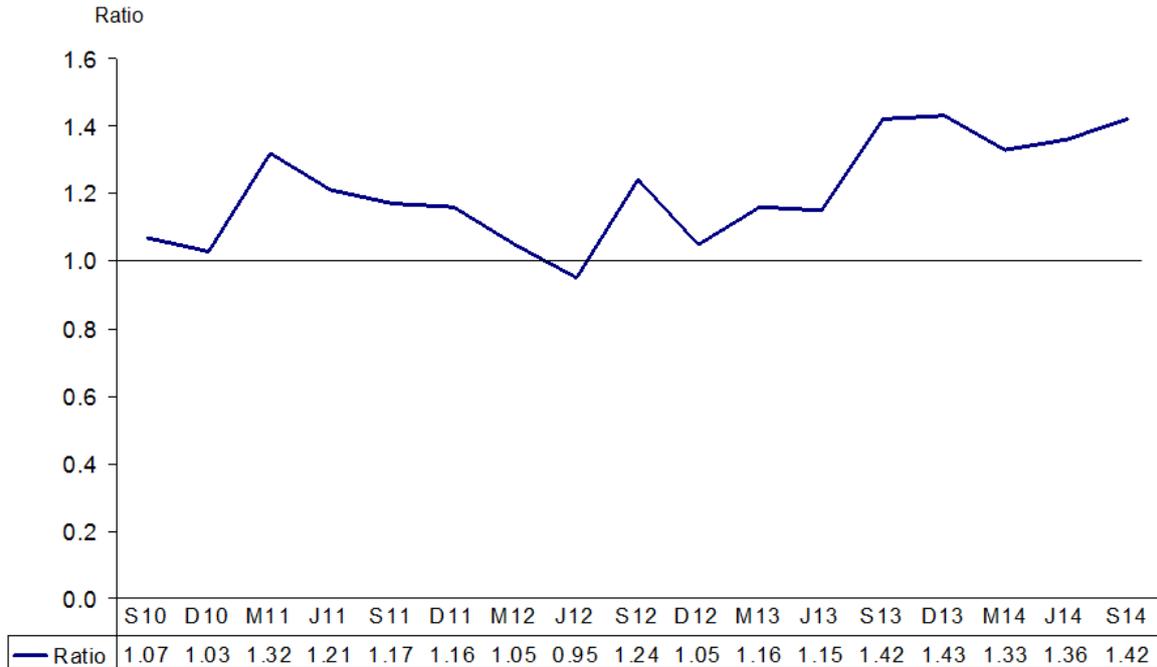


Note: Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

There were openings across the skill levels in September 2014. Professionals, managers, executives and technicians positions constituted 43% or 29,300 of all vacancies, followed by clerical service & sales workers (31% or 20,900) and production, transport operators, cleaners & labourers (26% or 17,300).

Job openings continued to outnumber job seekers. The seasonally adjusted ratio of job vacancies to unemployed persons rose to 142 job openings per 100 job seekers in September 2014 from 136 in June 2014.

Chart 14: 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.

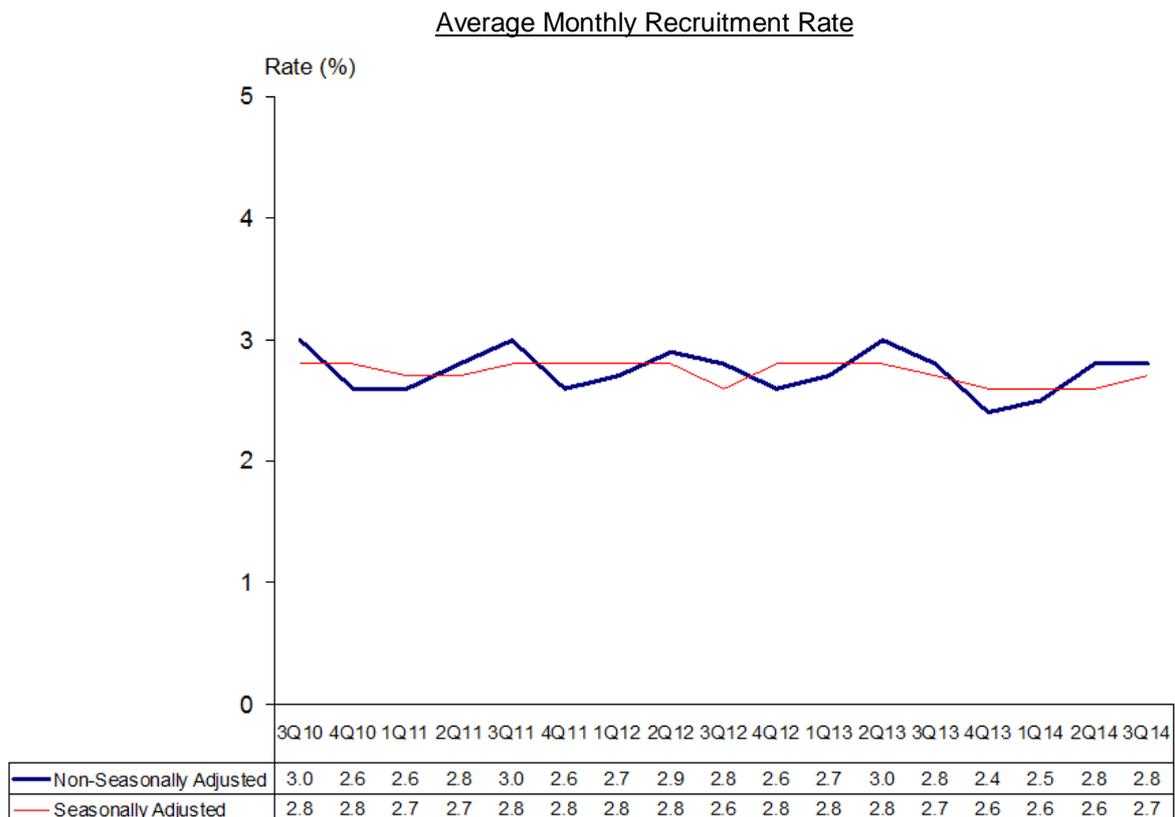
## Labour Turnover

### *Labour turnover inched up in the third quarter*

Labour turnover rose slightly as both the seasonally adjusted average monthly recruitment and resignation rates inched up by 0.1-point over the quarter to 2.7% and 2.1% respectively in the third quarter of 2014.

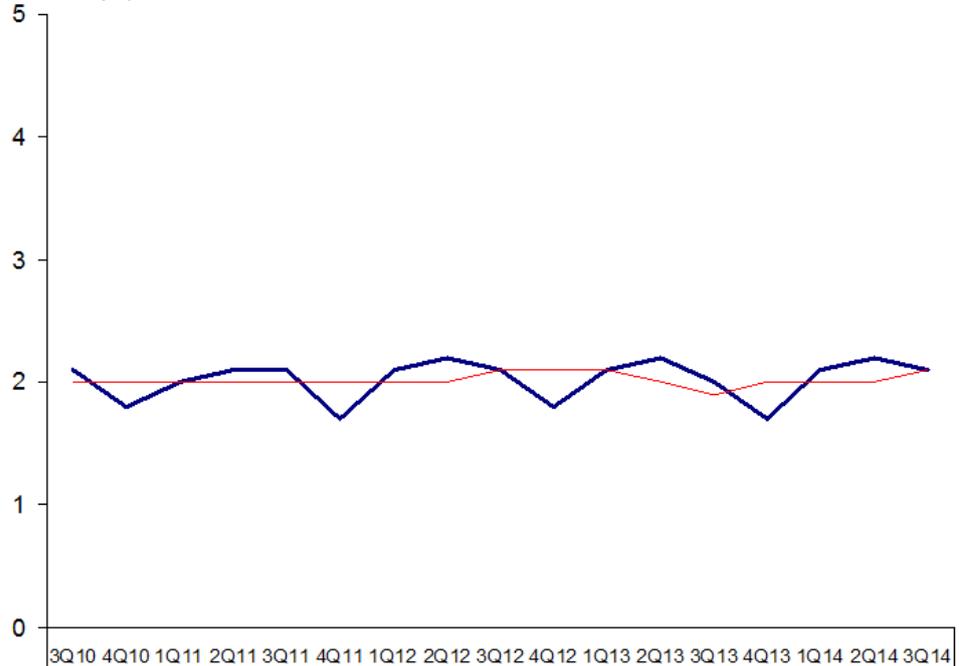
On a non-seasonally adjusted basis, the recruitment rate stayed unchanged at 2.8% over the year in the third quarter of 2014, while resignation rate rose by 0.1%-point to 2.1%. Food & beverage services (5.0%; 4.5%) and cleaning & landscaping (5.4%; 4.6%) were among the industries with the highest turnover.

Chart 15: Average Monthly Recruitment And Resignation Rates



Average Monthly Resignation Rate

Rate (%)



— Non-Seasonally Adjusted	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	2.1
— Seasonally Adjusted	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	2.1

Notes:

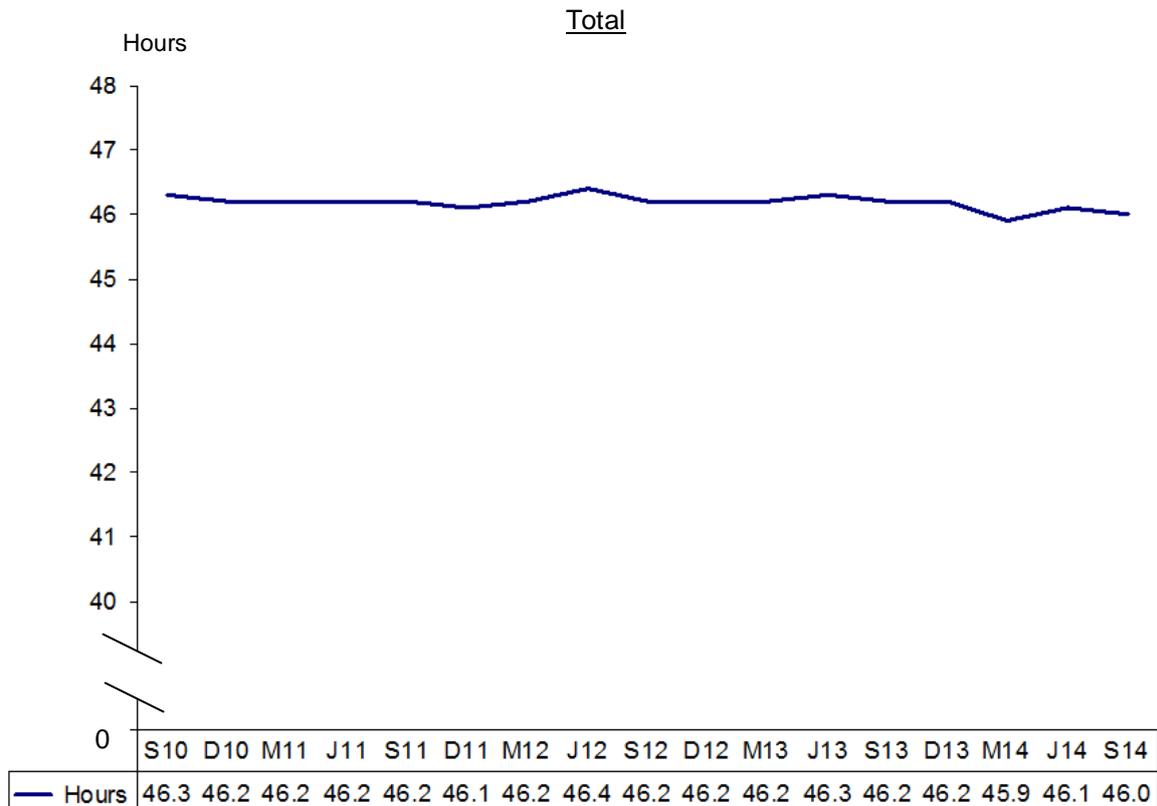
- (1) Data pertain to private establishment (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of person who resigned / who were recruited in a month divided by the average number of employees in the establishment.

## Hours Worked

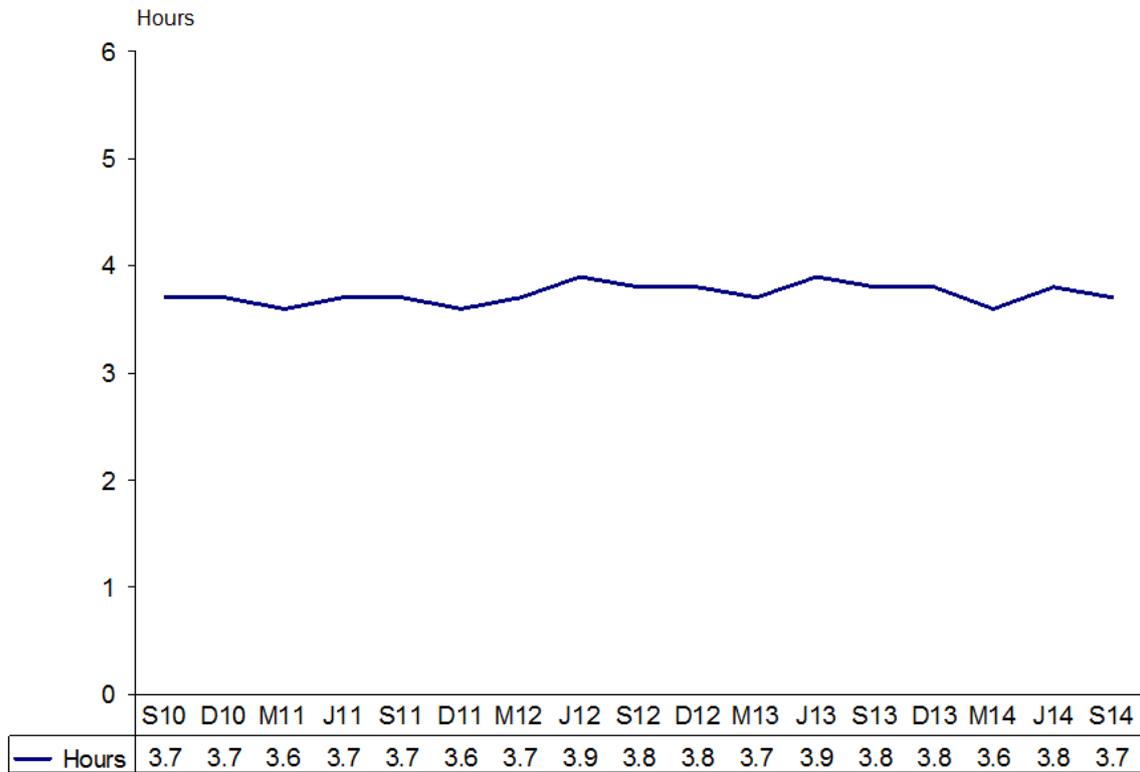
### *Paid hours worked per employee edged down slightly*

The average total weekly paid hours worked per employee edged down to 46.0 hours in September 2014 from 46.1 hours in the preceding quarter, reflecting a shorter paid overtime from 3.8 to 3.7 hours.

Chart 16: 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		
				Sep	Dec	Mar	Jun	Sep
				<b>TOTAL</b>	2.9	2.8	2.8	2.2
				(2.7)	(2.7)	(2.9)	(2.8)	(2.8)
<b>GENDER</b>								
Males	2.6	2.7	2.7	2.3	2.3	2.6	3.5	2.3
Females	3.2	3.1	2.9	2.2	2.3	2.9	4.1	2.4
<b>AGE GROUP (YEARS)</b>								
Below 30	5.0	5.1	5.2	3.9	4.3	4.4	7.2	4.3
30 - 39	2.4	2.2	2.2	1.9	1.6	2.4	3.1	1.7
40 & Over	2.4	2.3	2.2	1.8	1.9	2.3	2.9	1.9
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	2.8	2.6	2.4	1.6	2.3	2.8	3.5	1.8
Secondary	3.5	2.9	2.9	2.0	2.4	2.9	3.8	2.3
Post-Secondary (Non-Tertiary)	3.2	3.5	3.5	3.1	3.4	2.5	3.9	2.0
Diploma & Professional Qualification	2.7	2.8	2.7	2.4	1.8	2.9	3.6	2.6
Degree	2.6	2.7	2.8	2.5	2.2	2.5	3.9	2.7

( ) seasonally adjusted

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		
				Sep	Dec	Mar	Jun	Sep
				<b>TOTAL</b>	<b>60.6</b>	<b>60.0</b>	<b>59.8</b>	<b>48.3</b>
				<b>(57.2)</b>	<b>(58.2)</b>	<b>(62.5)</b>	<b>(60.9)</b>	<b>(62.6)</b>
<b>GENDER</b>								
Males	30.6	31.2	32.1	27.0	27.8	30.9	41.6	27.6
Females	30.0	28.8	27.7	21.3	22.6	28.4	40.2	25.1
<b>AGE GROUP (YEARS)</b>								
Below 30	21.0	21.1	21.3	16.2	18.2	18.1	29.5	19.1
30 - 39	12.6	11.9	11.2	10.1	8.5	12.2	15.5	9.1
40 & Over	26.9	27.1	27.3	22.1	23.7	29.0	36.7	24.4
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	12.8	11.9	10.7	7.2	10.4	12.2	14.8	8.5
Secondary	14.9	12.4	11.9	8.5	10.3	12.9	14.7	9.4
Post-Secondary (Non-Tertiary)	7.4	7.7	7.9	6.5	7.3	5.5	9.9	4.6
Diploma & Professional Qualification	10.1	11.1	10.7	9.6	7.5	12.2	15.2	10.7
Degree	15.4	17.0	18.6	16.4	14.9	16.5	27.2	19.4

( ) seasonally adjusted

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.

### 1.3 LONG-TERM UNEMPLOYMENT

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

Per Cent

Characteristics	2011	2012	2013	2013		2014		
				Sep	Dec	Mar	Jun	Sep
				<b>TOTAL</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>	<b>0.6</b>
<b>GENDER</b>								
Males	0.6	0.7	0.7	0.6	0.7	0.7	0.7	0.6
Females	0.5	0.6	0.5	0.5	0.4	0.4	0.6	0.4
<b>AGE GROUP (YEARS)</b>								
Below 30	0.5	0.5	0.6	0.6	0.6	0.4	0.6	0.4
30 - 39	0.5	0.5	0.5	0.6	0.5	0.5	0.4	0.2
40 & Over	0.7	0.7	0.7	0.6	0.6	0.7	0.7	0.6
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	0.6	0.6	0.5	0.3	0.3	0.6	0.6	0.5
Secondary	0.7	0.6	0.6	0.4	0.4	0.6	0.6	0.5
Post-Secondary (Non-Tertiary)	0.5	0.7	0.7	0.8	1.0	0.7	0.6	0.2
Diploma & Professional Qualification	0.6	0.6	0.6	0.6	0.5	0.6	0.4	0.5
Degree	0.5	0.6	0.8	0.8	0.7	0.5	0.8	0.5

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		
				Sep	Dec	Mar	Jun	Sep
				<b>TOTAL</b>	<b>12.2</b>	<b>12.6</b>	<b>13.4</b>	<b>12.6</b>
<b>GENDER</b>								
Males	7.1	7.4	8.3	7.7	7.9	8.8	8.1	6.7
Females	5.0	5.2	5.1	4.9	4.2	4.1	5.8	4.1
<b>AGE GROUP (YEARS)</b>								
Below 30	2.0	2.3	2.4	2.6	2.4	1.8	2.4	1.9
30 - 39	2.3	2.4	2.7	3.1	2.4	2.3	2.1	1.2
40 & Over	7.9	8.0	8.3	6.8	7.4	8.7	9.4	7.8
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	2.7	2.5	2.1	1.5	1.4	2.6	2.4	2.2
Secondary	3.0	2.7	2.3	1.8	1.8	2.7	2.5	2.2
Post-Secondary (Non-Tertiary)	1.2	1.5	1.6	1.8	2.1	1.5	1.4	0.4
Diploma & Professional Qualification	2.0	2.1	2.5	2.5	2.0	2.3	1.8	2.1
Degree	3.2	3.8	5.1	5.0	4.9	3.7	5.7	3.9

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 Sep 2014
	2011	2012	2013	2013		2014			
				3Q	4Q	1Q	2Q	3Q	
<b>TOTAL</b>	<b>122.6</b>	<b>129.1</b>	<b>136.2</b>	<b>33.1</b>	<b>40.6</b>	<b>28.3</b>	<b>27.7</b>	<b>33.4</b>	<b>3 583.2</b>
<b>C10-32 MANUFACTURING</b>	<b>3.4</b>	<b>11.4</b>	<b>5.3</b>	<b>3.3</b>	<b>0.9</b>	<b>-1.4</b>	<b>-2.1</b>	<b>0.5</b>	<b>537.3</b>
C10-12 Food, Beverages & Tobacco	0.6	1.8	2.1	0.7	1.0	0.4	0.6	0.7	42.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	-0.5	-1.0	-1.3	-0.4	-0.2	0.1	-0.1	-0.2	37.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	-1.4	11.1	1.4	0.4	1.2	-0.4	-1.4	-0.2	63.2
C25,28 Fabricated Metal Products, Machinery & Equipment	4.1	1.7	0.7	0.6	0.4	0.2	0.7	-0.1	109.8
C26 Electronic, Computer & Optical Products	-4.7	-3.1	-2.5	-0.4	-0.6	-1.4	-0.5	0.9	88.9
C29-30 Transport Equipment	5.8	0.5	4.1	2.5	-0.8	-0.4	-1.9	-0.9	133.5
Other Manufacturing Industries	-0.3	0.4	0.8	-0.1	-0.1	0.2	0.6	0.3	62.3
<b>F41-43 CONSTRUCTION</b>	<b>22.0</b>	<b>39.1</b>	<b>35.2</b>	<b>10.7</b>	<b>7.6</b>	<b>4.7</b>	<b>4.4</b>	<b>3.7</b>	<b>489.9</b>
<b>G-U SERVICES</b>	<b>96.1</b>	<b>77.0</b>	<b>94.1</b>	<b>18.5</b>	<b>31.8</b>	<b>24.9</b>	<b>25.2</b>	<b>29.4</b>	<b>2 529.6</b>
G46-47 WHOLESALE AND RETAIL TRADE	15.9	10.1	13.1	3.2	8.4	2.3	2.0	5.0	489.0
G46 Wholesale Trade	8.8	3.1	9.2	2.5	2.5	2.5	1.4	2.0	322.6
G47 Retail Trade	7.1	7.0	3.9	0.7	5.9	-0.2	0.6	3.0	166.5
H49-53 TRANSPORTATION AND STORAGE	6.7	8.6	8.8	1.4	1.3	1.9	2.6	1.1	232.1
H49,5221 Land Transport & Supporting Services	1.3	2.5	2.7	0.4	0.5	0.5	0.6	0.9	89.7
H50,5222, 5225 Water Transport & Supporting Services	1.3	0.6	2.2	0.5	0.1	0.4	1.1	0.2	50.7
H51,5223 Air Transport & Supporting Services	1.8	2.1	1.5	0.3	0.4	-	-0.1	-0.5	28.4
Other Transportation & Storage Services	2.2	3.5	2.5	0.3	0.4	0.9	1.0	0.5	63.2
I55-56 ACCOMMODATION AND FOOD SERVICES	9.2	8.0	9.7	1.1	6.6	-0.1	1.1	2.3	230.0
I55 Accommodation	1.3	1.5	0.4	0.8	0.6	-0.4	-0.5	1.5	36.1
I56 Food & Beverage Services	7.8	6.5	9.3	0.3	6.0	0.3	1.6	0.8	193.9
J58-63 INFORMATION AND COMMUNICATIONS	8.0	0.9	8.1	1.1	0.9	1.0	1.4	2.5	118.4
J58-61 Telecommunications, Broadcasting & Publishing	1.2	-0.8	2.8	0.4	0.1	0.3	0.5	0.3	40.8
J62-63 IT & Other Information Services	6.8	1.7	5.4	0.7	0.8	0.7	0.9	2.2	77.6
K64-66 FINANCIAL AND INSURANCE SERVICES	10.9	6.5	4.6	2.2	1.9	2.4	1.3	3.8	195.2
K64 & 66 (excl.662) Financial Services	10.4	5.4	3.9	2.1	1.5	1.9	0.3	2.7	162.2
K65 & 662 Insurance Services	0.5	1.1	0.7	0.1	0.3	0.5	1.0	1.1	33.0
L68 REAL ESTATE SERVICES	3.1	4.8	0.4	-0.6	0.7	1.9	1.8	2.7	95.2
M69-75 PROFESSIONAL SERVICES	10.7	9.0	14.9	4.8	1.3	3.0	4.0	4.5	233.9
M69-70 Legal, Accounting & Management Services	4.6	2.7	7.8	2.9	0.5	1.4	2.2	2.8	112.6
M71 Architectural & Engineering Services	3.2	3.6	4.0	0.9	0.4	0.3	0.1	0.5	65.3
Other Professional Services	2.9	2.7	3.2	1.0	0.4	1.3	1.6	1.3	56.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	7.2	8.7	11.4	1.2	3.2	1.9	5.3	0.9	195.5
N80 Security & Investigation	1.9	2.3	1.3	0.2	-0.1	0.7	0.6	0.9	39.7
N81 Cleaning & Landscaping	0.3	3.7	3.0	0.8	1.0	-0.8	1.9	1.0	49.1
Other Administrative & Support Services	5.0	2.7	7.1	0.2	2.3	2.0	2.9	-0.9	106.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	24.3	20.4	23.1	4.3	7.5	10.7	5.8	6.5	740.2
O84,P85 Public Administration & Education	7.5	9.9	6.3	0.9	1.5	4.5	0.1	1.3	231.2
Q86-88 Health & Social Services	7.5	9.0	8.5	1.7	2.0	2.0	2.6	1.8	127.2
R90-93 Arts, Entertainment & Recreation	3.4	-1.6	-1.2	-0.4	0.9	0.4	0.6	0.2	54.6
S,T,U Other Community, Social & Personal Services	5.9	3.0	9.6	2.1	3.1	3.8	2.5	3.2	327.2
<b>A,B,D,E,V OTHERS*</b>	<b>1.1</b>	<b>1.5</b>	<b>1.5</b>	<b>0.6</b>	<b>0.3</b>	<b>0.1</b>	<b>0.1</b>	<b>-0.2</b>	<b>26.5</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							
		2011	2012	2013	2013		2014		
					3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>		<b>9 990</b>	<b>11 010</b>	<b>11 560</b>	<b>2 710</b>	<b>3 660</b>	<b>3 110</b>	<b>2 410</b>	<b>3 500</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>1 250</b>	<b>1 430</b>	<b>820</b>	<b>710</b>	<b>1 270</b>
C10-12	Food, Beverages & Tobacco	10	30	40	20	-	50	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	660	590	380	150	80	70	20	10
C19-21	Petroleum, Chemical & Pharmaceutical Products	330	240	220	40	170	60	30	40
C25,28	Fabricated Metal Products, Machinery & Equipment	630	750	660	180	80	190	180	700
C26	Electronic, Computer & Optical Products	2 060	1 820	2 490	580	910	190	240	190
C29-30	Transport Equipment	180	130	220	60	90	60	70	300
	Other Manufacturing Industries	600	510	980	230	120	200	160	20
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>1 050</b>	<b>650</b>	<b>1 120</b>	<b>260</b>	<b>480</b>	<b>400</b>	<b>280</b>	<b>210</b>
<b>G-U</b>	<b>SERVICES</b>	<b>4 430</b>	<b>6 300</b>	<b>5 430</b>	<b>1 200</b>	<b>1 740</b>	<b>1 890</b>	<b>1 420</b>	<b>2 030</b>
G46-47	WHOLESALE AND RETAIL TRADE	1 050	1 830	1 280	320	430	460	370	670
G46	Wholesale Trade	750	1 270	1 180	310	360	430	360	240
G47	Retail Trade	300	560	100	-	70	30	10	430
H49-53	TRANSPORTATION AND STORAGE	230	280	450	110	160	120	110	130
H49,5221	Land Transport & Supporting Services	70	10	10	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	70	150	140	50	60	80	80	30
H51,5223	Air Transport & Supporting Services	30	10	100	50	-	10	-	-
	Other Transportation & Storage Services	70	110	200	20	100	40	30	100
I55-56	ACCOMMODATION AND FOOD SERVICES	350	270	220	40	70	270	40	20
I55	Accommodation	210	100	10	10	-	240	-	-
I56	Food & Beverage Services	140	170	210	40	70	30	40	20
J58-63	INFORMATION AND COMMUNICATIONS	480	710	800	120	270	330	140	140
J58-61	Telecommunications, Broadcasting & Publishing	250	340	480	50	180	120	60	90
J62-63	IT & Other Information Services	220	370	330	70	90	220	80	50
K64-66	FINANCIAL AND INSURANCE SERVICES	860	1 380	1 270	290	400	250	360	370
K64 & 66 (excl.662)	Financial Services	790	1 310	1 230	270	400	250	340	340
K65 & 662	Insurance Services	70	80	40	10	-	-	20	30
L68	REAL ESTATE SERVICES	130	60	30	20	10	10	50	30
M69-75	PROFESSIONAL SERVICES	940	1 230	960	190	240	330	270	460
M69-70	Legal, Accounting & Management Services	450	560	590	110	180	250	230	340
M71	Architectural & Engineering Services	200	470	240	20	30	50	20	80
	Other Professional Services	290	200	120	60	30	40	20	40
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	130	300	240	60	80	90	40	190
N80	Security & Investigation	-	20	-	-	-	40	-	70
N81	Cleaning & Landscaping	20	20	10	-	-	10	-	10
	Other Administrative & Support Services	110	260	230	60	80	50	40	110
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	260	240	190	50	80	20	40	20
O84,P85	Public Administration & Education	10	50	30	-	10	10	30	10
Q86-88	Health & Social Services	-	40	10	-	10	-	-	-
R90-93	Arts, Entertainment & Recreation	50	100	40	10	10	-	10	-
S,T,U	Other Community, Social & Personal Services	190	60	120	30	50	20	10	20
<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	1 390	1 810	1 710	1 370	1 660
	Clerical, Sales & Service Workers	1 080	1 480	1 140	210	420	430	210	660
	Production & Transport Operators, Cleaners & Labourers	4 750	3 570	4 000	1 100	1 430	970	830	1 180

\* 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, THIRD 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 & Laboure- rs
<b>TOTAL</b>		<b>280</b>	<b>520</b>	<b>1 670</b>	<b>2 300</b>	<b>140</b>	<b>110</b>	<b>50</b>	<b>3 500</b>	<b>1 660</b>	<b>660</b>	<b>1 180</b>
<b>C10-32 MANUFACTURING</b>		<b>90</b>	<b>180</b>	<b>1 100</b>	<b>470</b>	<b>50</b>	-	-	<b>1 270</b>	<b>420</b>	<b>40</b>	<b>810</b>
C10-12	Food, Beverages & Tobacco	-	-	-	-	-	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	-	-	10	-	-	-	10	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	-	30	30	-	-	-	40	40	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	30	10	1 010	120	30	-	-	700	150	10	540
C26	Electronic, Computer & Optical Products	-	20	30	190	20	-	-	190	140	20	30
C29-30	Transport Equipment	50	150	20	100	-	-	-	300	80	10	220
	Other Manufacturing Industries	-	-	-	20	-	-	-	20	10	-	20
<b>F41-43 CONSTRUCTION</b>		<b>70</b>	<b>110</b>	<b>110</b>	<b>70</b>	-	<b>10</b>	-	<b>210</b>	<b>20</b>	<b>10</b>	<b>180</b>
<b>G-U SERVICES</b>		<b>120</b>	<b>230</b>	<b>470</b>	<b>1 770</b>	<b>90</b>	<b>90</b>	<b>50</b>	<b>2 030</b>	<b>1 220</b>	<b>610</b>	<b>200</b>
G46-47	WHOLESALE AND RETAIL TRADE	90	50	100	700	10	-	-	670	240	410	20
G46	Wholesale Trade	10	50	20	200	10	-	-	240	180	50	10
G47	Retail Trade	80	-	90	500	-	-	-	430	60	360	10
H49-53	TRANSPORTATION AND STORAGE	-	30	10	40	70	20	-	130	50	60	20
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	-	-	10	30	-	-	-	30	20	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	-	30	-	10	70	20	-	100	30	50	20
I55-56	ACCOMMODATION AND FOOD SERVICES	-	-	-	20	-	-	-	20	10	10	-
I55	Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	-	-	-	20	-	-	-	20	10	10	-
J58-63	INFORMATION AND COMMUNICATIONS	-	20	60	100	-	20	-	140	130	10	-
J58-61	Telecommunications, Broadcasting & Publishing	-	20	50	70	-	-	-	90	80	10	-
J62-63	IT & Other Information Services	-	-	10	30	-	20	-	50	50	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	-	40	60	390	-	10	-	370	340	30	-
K64 & 66 (excl.662)	Financial Services	-	10	60	380	-	10	-	340	300	30	-
K65 & 662	Insurance Services	-	30	-	10	-	-	-	30	30	-	-
L68	REAL ESTATE SERVICES	-	-	-	-	-	-	20	30	-	10	20
M69-75	PROFESSIONAL SERVICES	20	100	200	380	-	10	-	460	380	20	70
M69-70	Legal, Accounting & Management Services	-	60	180	290	-	-	-	340	290	10	40
M71	Architectural & Engineering Services	20	30	-	60	-	10	-	80	60	10	20
	Other Professional Services	-	-	30	30	-	-	-	40	30	10	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	-	30	130	-	20	20	190	60	70	60
N80	Security & Investigation	-	-	-	70	-	-	-	70	-	70	-
N81	Cleaning & Landscaping	-	-	20	-	-	-	-	10	-	-	10
	Other Administrative & Support Services	10	-	10	60	-	20	20	110	60	-	50
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	-	20	-	-	-	20	20	-	-
O84,P85	Public Administration & Education	-	-	-	-	-	-	-	10	10	-	-
Q86-88	Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation	-	-	-	-	-	-	-	-	-	-	-
S,T,U	Other Community, Social & Personal Services	-	-	-	10	-	-	-	20	10	-	-
<b>A,B,D,E,V OTHERS**</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							
		2011	2012	2013	2013		2014		
					3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>		<b>8 350</b>	<b>9 670</b>	<b>10 540</b>	<b>2 390</b>	<b>3 320</b>	<b>2 590</b>	<b>2 010</b>	<b>3 110</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>1 210</b>	<b>1 350</b>	<b>810</b>	<b>490</b>	<b>1 040</b>
C10-12	Food, Beverages & Tobacco	10	10	20	-	-	40	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	640	540	360	150	70	70	20	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	320	230	210	40	160	60	30	40
C25,28	Fabricated Metal Products, Machinery & Equipment	410	670	650	180	80	190	140	630
C26	Electronic, Computer & Optical Products	2 050	1 750	2 480	580	890	190	240	190
C29-30	Transport Equipment	70	40	150	40	30	60	50	160
	Other Manufacturing Industries	410	480	970	230	120	190	10	20
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>470</b>	<b>450</b>	<b>710</b>	<b>170</b>	<b>300</b>	<b>160</b>	<b>200</b>	<b>170</b>
<b>G-U</b>	<b>SERVICES</b>	<b>3 920</b>	<b>5 500</b>	<b>4 980</b>	<b>1 020</b>	<b>1 670</b>	<b>1 610</b>	<b>1 320</b>	<b>1 900</b>
G46-47	WHOLESALE AND RETAIL TRADE	980	1 780	1 250	300	430	440	360	630
G46	Wholesale Trade	690	1 230	1 150	300	360	410	350	210
G47	Retail Trade	300	560	100	-	70	30	10	420
H49-53	TRANSPORTATION AND STORAGE	150	260	320	40	150	100	100	120
H49,5221	Land Transport & Supporting Services	30	-	10	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	60	150	120	30	60	70	80	30
H51,5223	Air Transport & Supporting Services	30	10	20	-	-	-	-	-
	Other Transportation & Storage Services	40	100	180	20	90	30	20	90
I55-56	ACCOMMODATION AND FOOD SERVICES	350	230	200	40	70	270	30	20
I55	Accommodation	210	100	10	10	-	240	-	-
I56	Food & Beverage Services	140	140	190	40	70	30	30	20
J58-63	INFORMATION AND COMMUNICATIONS	410	580	750	100	260	190	130	120
J58-61	Telecommunications, Broadcasting & Publishing	250	340	470	50	180	110	60	90
J62-63	IT & Other Information Services	160	240	280	50	80	80	70	30
K64-66	FINANCIAL AND INSURANCE SERVICES	840	1 360	1 250	280	400	250	360	360
K64 & 66 (excl.662)	Financial Services	770	1 290	1 220	270	400	250	340	340
K65 & 662	Insurance Services	70	80	40	10	-	-	20	30
L68	REAL ESTATE SERVICES	80	30	10	-	10	10	50	30
M69-75	PROFESSIONAL SERVICES	790	870	900	190	220	310	260	450
M69-70	Legal, Accounting & Management Services	390	540	590	110	180	250	230	340
M71	Architectural & Engineering Services	120	130	180	20	20	30	20	70
	Other Professional Services	280	200	120	60	30	30	20	40
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	90	170	140	20	60	30	20	150
N80	Security & Investigation	-	-	-	-	-	-	-	70
N81	Cleaning & Landscaping	10	20	10	-	-	-	-	10
	Other Administrative & Support Services	90	140	130	20	60	20	20	70
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	220	230	170	40	80	20	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	-
S,T,U	Other Community, Social & Personal Services	170	50	120	30	50	20	10	20
<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	1 250	1 780	1 500	1 300	1 500
	Clerical, Sales & Service Workers	970	1 390	1 040	190	410	380	180	630
	Production & Transport Operators, Cleaners & Labourers	3 440	2 720	3 380	960	1 140	700	530	980

\* 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		
					3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>		<b>1 640</b>	<b>1 340</b>	<b>1 030</b>	<b>320</b>	<b>330</b>	<b>520</b>	<b>390</b>	<b>390</b>
<b>INDUSTRY (SSIC 2010)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>540</b>	<b>340</b>	<b>160</b>	<b>40</b>	<b>90</b>	<b>10</b>	<b>220</b>	<b>230</b>
C10-12	Food, Beverages & Tobacco	-	10	10	10	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	10	50	20	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	10	10	-	10	-	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	220	80	20	-	-	-	40	70
C26	Electronic, Computer & Optical Products	10	70	20	-	20	-	-	-
C29-30	Transport Equipment	120	90	70	20	50	-	20	150
	Other Manufacturing Industries	190	30	10	-	-	-	150	-
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>580</b>	<b>200</b>	<b>410</b>	<b>90</b>	<b>180</b>	<b>240</b>	<b>80</b>	<b>40</b>
<b>G-U</b>	<b>SERVICES</b>	<b>520</b>	<b>800</b>	<b>450</b>	<b>190</b>	<b>70</b>	<b>280</b>	<b>100</b>	<b>130</b>
G46-47	WHOLESALE AND RETAIL TRADE	70	50	40	20	10	20	10	30
G46	Wholesale Trade	70	50	30	20	10	20	10	30
G47	Retail Trade	10	-	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	80	20	130	70	10	30	10	10
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	50	-	-	-	-
	Other Transportation & Storage Services	30	20	20	-	10	10	10	10
I55-56	ACCOMMODATION AND FOOD SERVICES	-	30	20	-	-	-	10	-
I55	Accommodation	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	-	30	20	-	-	-	10	-
J58-63	INFORMATION AND COMMUNICATIONS	70	130	60	20	10	140	10	20
J58-61	Telecommunications, Broadcasting & Publishing	-	-	10	-	-	-	-	-
J62-63	IT & Other Information Services	70	130	40	20	10	140	10	20
K64-66	FINANCIAL AND INSURANCE SERVICES	20	20	10	-	-	-	-	10
K64 & 66 (excl.662)	Financial Services	20	20	10	-	-	-	-	-
K65 & 662	Insurance Services	-	-	-	-	-	-	-	10
L68	REAL ESTATE SERVICES	50	30	20	20	-	-	-	-
M69-75	PROFESSIONAL SERVICES	150	360	60	-	20	20	-	10
M69-70	Legal, Accounting & Management Services	60	20	-	-	-	-	-	-
M71	Architectural & Engineering Services	80	340	60	-	20	10	-	10
	Other Professional Services	10	-	-	-	-	-	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	40	130	100	50	30	60	20	40
N80	Security & Investigation	-	10	-	-	-	40	-	-
N81	Cleaning & Landscaping	10	-	-	-	-	-	-	-
	Other Administrative & Support Services	20	120	90	40	30	30	20	40
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	40	20	20	10	-	-	20	-
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</b>	<b>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	150	30	210	70	160
	Clerical, Sales & Service Workers	110	80	100	30	10	50	20	30
	Production & Transport Operators, Cleaners & Labourers	1 310	840	610	150	290	270	300	200

\* 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		
				3Q	4Q	1Q	2Q	3Q
<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>50</b>	<b>100</b>	<b>110</b>	<b>200</b>	<b>160</b>
<b>SECTOR</b>								
Manufacturing	560	1 370	900	-	50	70	160	130
Construction	30	10	20	10	20	30	10	10
Services	350	1 680	70	30	40	10	30	20
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	110	1 600	180	30	30	20	40	20
Clerical, Sales & Service Workers	150	150	20	10	10	10	20	10
Production & Transport Operators, Cleaners & Labourers	680	1 310	780	10	60	90	140	130
<b><u>WORKERS ON SHORT WORK-WEEK</u></b>								
<b>TOTAL</b>	<b>870</b>	<b>3 020</b>	<b>960</b>	<b>30</b>	<b>70</b>	<b>80</b>	<b>170</b>	<b>150</b>
<b>SECTOR</b>								
Manufacturing	530	1 360	890	-	50	70	160	130
Construction	20	-	10	-	10	-	-	-
Services	320	1 670	60	30	10	10	10	20
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	100	1 590	170	20	-	20	30	20
Clerical, Sales & Service Workers	140	140	20	10	-	10	20	10
Production & Transport Operators, Cleaners & Labourers	630	1 290	770	10	60	60	120	110
<b><u>WORKERS ON TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>70</b>	<b>30</b>	<b>20</b>	<b>10</b>	<b>40</b>	<b>30</b>	<b>20</b>	<b>20</b>
<b>SECTOR</b>								
Manufacturing	30	20	10	-	-	-	-	-
Construction	20	-	10	10	10	30	10	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	-	-	-
Production & Transport Operators, Cleaners & Labourers	50	20	10	-	-	30	20	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		
			3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>	<b>54.7</b>	<b>52.7</b>	<b>52.0</b>	<b>58.8</b>	<b>50.5</b>	<b>53.3</b>	<b>55.3</b>
<b>GENDER</b>							
Males	52.9	51.2	50.5	56.6	50.9	51.3	51.2
Females	57.0	54.7	54.1	61.7	49.9	55.9	59.5
<b>AGE GROUP (YEARS)</b>							
Below 30	65.2	63.7	56.3	66.9	67.1	62.5	70.6
30 - 39	59.1	59.6	60.5	65.0	54.2	57.8	65.4
40 & Over	50.6	48.0	48.2	54.8	47.0	50.5	49.4
<b>HIGHEST QUALIFICATION ATTAINED</b>							
Below Secondary	66.9	61.4	60.2	59.3	53.8	60.4	66.1
Secondary	59.7	57.8	53.0	71.9	61.0	67.3	60.5
Post-Secondary (Non-Tertiary)	52.3	55.5	56.3	57.9	55.7	63.2	55.6
Diploma & Professional Qualification	57.3	52.8	49.4	59.4	50.2	59.5	62.4
Degree	45.2	47.3	47.9	51.6	43.6	43.3	46.7
<b>OCCUPATIONAL GROUP PRIOR TO REDUNDANCY</b>							
Professionals, Managers, Executives & Technicians	48.6	47.8	46.3	51.6	45.6	47.0	50.7
Clerical, Sales & Service Workers	60.2	61.4	64.6	68.5	57.5	70.6	65.6
Production & Transport Operators, Cleaners & Labourers	68.6	63.7	61.3	70.0	57.8	62.6	69.5

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		
				Sep	Dec	Mar	Jun	Sep
<b>TOTAL</b>	<b>52.7</b>	<b>48.6</b>	<b>55.4</b>	<b>61.9</b>	<b>56.5</b>	<b>60.5</b>	<b>63.9</b>	<b>67.4</b>
<b>INDUSTRY (SSIC 2010)</b>								
<b>C10-32 MANUFACTURING</b>	<b>8.9</b>	<b>7.1</b>	<b>7.8</b>	<b>8.2</b>	<b>7.4</b>	<b>8.2</b>	<b>8.9</b>	<b>9.2</b>
C10-12 Food, Beverages & Tobacco	0.7	0.5	0.7	0.8	0.8	0.8	0.5	1.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	0.4	0.5	0.4	0.4	0.5	0.6	0.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.4	0.5	0.5	0.4	0.6	0.5	0.6
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.1	2.0	2.3	1.9	1.8	2.1	2.5
C26 Electronic, Computer & Optical Products	2.5	1.7	1.7	1.4	1.7	2.1	2.6	2.0
C29-30 Transport Equipment	2.1	1.3	1.5	1.8	1.4	1.7	1.8	1.8
Other Manufacturing Industries	0.6	0.6	0.9	0.9	0.7	0.7	0.8	0.8
<b>F41-43 CONSTRUCTION</b>	<b>3.6</b>	<b>3.4</b>	<b>3.8</b>	<b>3.9</b>	<b>3.9</b>	<b>3.5</b>	<b>3.5</b>	<b>3.8</b>
<b>G-U SERVICES</b>	<b>39.6</b>	<b>37.3</b>	<b>43.2</b>	<b>49.0</b>	<b>44.8</b>	<b>48.4</b>	<b>50.9</b>	<b>53.7</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>5.7</b>	<b>5.9</b>	<b>7.0</b>	<b>7.8</b>	<b>7.2</b>	<b>7.6</b>	<b>7.6</b>	<b>9.1</b>
G46 Wholesale Trade	3.3	3.1	3.5	3.9	3.5	3.8	3.9	4.6
G47 Retail Trade	2.4	2.8	3.4	4.0	3.7	3.8	3.7	4.5
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>3.5</b>	<b>3.3</b>	<b>3.8</b>	<b>3.8</b>	<b>3.8</b>	<b>4.1</b>	<b>4.5</b>	<b>4.1</b>
H49,5221 Land Transport & Supporting Services	1.2	0.9	0.9	1.0	1.0	1.1	1.2	1.0
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.5	0.9	0.8	0.6	0.9	1.1	0.6
H51,5223 Air Transport & Supporting Services	1.2	1.1	1.0	0.8	1.1	0.7	0.8	0.9
Other Transportation & Storage Services	0.7	0.9	1.0	1.1	1.1	1.4	1.4	1.5
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>4.3</b>	<b>4.9</b>	<b>6.2</b>	<b>7.9</b>	<b>7.0</b>	<b>6.7</b>	<b>7.0</b>	<b>8.3</b>
I55 Accommodation	1.1	1.1	1.5	1.7	1.6	1.6	1.8	1.9
I56 Food & Beverage Services	3.2	3.8	4.7	6.1	5.4	5.1	5.1	6.4
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>1.7</b>	<b>1.5</b>	<b>1.7</b>	<b>1.9</b>	<b>2.1</b>	<b>2.3</b>	<b>2.2</b>	<b>2.5</b>
J58-61 Telecommunications, Broadcasting & Publishing	0.7	0.6	0.6	0.5	0.7	0.6	0.6	0.6
J62-63 IT & Other Information Services	1.0	0.9	1.1	1.3	1.4	1.6	1.6	1.9
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>2.8</b>	<b>2.5</b>	<b>2.8</b>	<b>3.1</b>	<b>2.9</b>	<b>3.9</b>	<b>4.1</b>	<b>3.9</b>
K64 & 66 (excl.662) Financial Services	2.3	2.1	2.4	2.7	2.6	3.4	3.6	3.5
K65 & 662 Insurance Services	0.5	0.4	0.4	0.4	0.4	0.5	0.5	0.4
L68 REAL ESTATE SERVICES	1.9	1.8	2.1	2.5	2.0	2.3	2.2	2.5
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>2.5</b>	<b>2.5</b>	<b>2.9</b>	<b>3.3</b>	<b>2.5</b>	<b>3.1</b>	<b>3.0</b>	<b>4.0</b>
M69-70 Legal, Accounting & Management Services	1.1	1.1	1.2	1.5	1.1	1.7	1.5	2.1
M71 Architectural & Engineering Services	0.7	0.8	1.0	1.1	0.7	0.8	0.9	1.2
Other Professional Services	0.7	0.7	0.7	0.7	0.6	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>5.5</b>	<b>5.1</b>	<b>5.4</b>	<b>5.3</b>	<b>6.0</b>
N80 Security & Investigation	2.3	1.5	1.6	2.0	1.9	1.9	2.1	2.2
N81 Cleaning & Landscaping	1.1	1.2	1.5	1.9	1.6	1.7	1.8	1.8
Other Administrative & Support Services	1.1	1.0	1.3	1.6	1.6	1.9	1.4	1.9
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>12.6</b>	<b>11.2</b>	<b>12.4</b>	<b>13.3</b>	<b>12.3</b>	<b>13.0</b>	<b>15.1</b>	<b>13.4</b>
O84,P85 Public Administration & Education	7.1	6.3	6.5	7.1	6.0	6.4	7.3	6.5
Q86-88 Health & Social Services	2.6	2.5	3.0	3.0	3.6	4.1	5.1	4.3
R90-93 Arts, Entertainment & Recreation	1.9	1.4	1.5	1.5	1.5	1.4	1.5	1.0
S,T,U Other Community, Social & Personal Services	1.0	1.0	1.4	1.8	1.2	1.1	1.2	1.5
<b>A,B,D,E,V OTHERS*</b>	<b>0.6</b>	<b>0.8</b>	<b>0.6</b>	<b>0.7</b>	<b>0.4</b>	<b>0.4</b>	<b>0.5</b>	<b>0.6</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	22.8	20.4	23.5	24.3	24.1	26.4	29.1	29.3
Clerical, Sales & Service Workers	15.0	14.6	15.9	20.2	16.5	17.7	17.8	20.9
Production & Transport Operators, Cleaners & Labourers	14.9	13.5	16.0	17.4	15.9	16.3	17.0	17.3

\* 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			
				Sep	Dec	Mar	Jun	Sep	
<b>TOTAL</b>	<b>2.8</b>	<b>2.5</b>	<b>2.7</b>	<b>3.0</b>	<b>2.8</b>	<b>3.0</b>	<b>3.1</b>	<b>3.2</b>	
<b>INDUSTRY (SSIC 2010)</b>									
<b>C10-32 MANUFACTURING</b>	<b>2.3</b>	<b>1.8</b>	<b>1.9</b>	<b>2.0</b>	<b>1.8</b>	<b>2.0</b>	<b>2.2</b>	<b>2.3</b>	
C10-12 Food, Beverages & Tobacco	3.0	2.2	2.7	3.1	3.2	3.1	2.0	3.6	
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.6	1.8	1.7	1.7	1.9	2.6	2.1	
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.6	1.6	2.0	1.8	1.6	2.0	1.6	1.9	
C25,28 Fabricated Metal Products, Machinery & Equipment	2.2	2.1	2.0	2.3	1.9	1.8	2.1	2.5	
C26 Electronic, Computer & Optical Products	2.6	1.9	2.0	1.6	2.0	2.5	3.1	2.4	
C29-30 Transport Equipment	2.2	1.3	1.5	1.7	1.4	1.7	1.8	1.8	
Other Manufacturing Industries	1.9	1.7	2.3	2.2	1.8	1.9	2.1	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>1.1</b>	<b>1.2</b>	<b>1.2</b>	
<b>G-U SERVICES</b>	<b>3.3</b>	<b>3.0</b>	<b>3.3</b>	<b>3.7</b>	<b>3.4</b>	<b>3.7</b>	<b>3.8</b>	<b>3.9</b>	
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>2.6</b>	<b>2.7</b>	<b>3.0</b>	<b>3.4</b>	<b>3.1</b>	<b>3.3</b>	<b>3.3</b>	<b>3.8</b>	
G46 Wholesale Trade	2.1	2.0	2.2	2.4	2.2	2.5	2.5	2.8	
G47 Retail Trade	3.7	4.4	4.9	5.5	4.8	5.0	4.9	6.0	
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>2.6</b>	<b>2.4</b>	<b>2.6</b>	<b>2.6</b>	<b>2.6</b>	<b>2.9</b>	<b>3.1</b>	<b>2.7</b>	
H49,5221 Land Transport & Supporting Services	4.0	3.0	2.9	3.1	3.1	3.5	3.8	3.1	
H50,5222, 5225 Water Transport & Supporting Services	1.3	1.4	2.5	2.2	1.7	2.4	3.1	1.7	
H51,5223 Air Transport & Supporting Services	4.1	3.4	3.1	2.5	3.3	2.2	2.2	2.8	
Other Transportation & Storage Services	1.7	2.1	2.2	2.5	2.5	3.3	3.1	3.3	
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>4.1</b>	<b>4.4</b>	<b>5.3</b>	<b>6.4</b>	<b>5.9</b>	<b>5.7</b>	<b>6.0</b>	<b>6.3</b>	
I55 Accommodation	4.7	4.8	6.3	7.2	6.5	6.7	7.8	8.0	
I56 Food & Beverage Services	4.0	4.2	5.1	6.2	5.8	5.5	5.6	5.9	
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.9</b>	<b>2.4</b>	<b>2.8</b>	<b>2.9</b>	<b>3.3</b>	<b>3.5</b>	<b>3.5</b>	<b>3.6</b>	
J58-61 Telecommunications, Broadcasting & Publishing	3.0	2.4	2.3	2.1	2.8	2.5	2.4	2.1	
J62-63 IT & Other Information Services	2.8	2.5	3.1	3.4	3.7	4.2	4.1	4.5	
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>2.5</b>	<b>2.0</b>	<b>2.2</b>	<b>2.5</b>	<b>2.3</b>	<b>3.0</b>	<b>3.1</b>	<b>2.9</b>	
K64 & 66 (excl.662) Financial Services	2.4	1.9	2.1	2.5	2.3	2.9	3.1	3.0	
K65 & 662 Insurance Services	3.2	2.8	2.9	2.6	2.3	3.4	2.9	2.5	
L68 REAL ESTATE SERVICES	3.5	3.1	3.5	4.1	3.3	3.9	3.7	4.4	
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>2.2</b>	<b>2.0</b>	<b>2.2</b>	<b>2.5</b>	<b>1.9</b>	<b>2.4</b>	<b>2.3</b>	<b>2.9</b>	
M69-70 Legal, Accounting & Management Services	2.1	1.9	1.9	2.5	1.9	2.7	2.4	3.3	
M71 Architectural & Engineering Services	1.7	1.7	2.0	2.3	1.5	1.7	1.9	2.5	
Other Professional Services	3.3	3.0	3.5	3.0	3.4	3.5	3.2	2.8	
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.4</b>	<b>3.5</b>	<b>3.8</b>	<b>4.6</b>	<b>4.4</b>	<b>4.6</b>	<b>4.5</b>	<b>4.7</b>	
N80 Security & Investigation	6.9	4.3	4.2	5.2	5.0	4.5	5.1	5.5	
N81 Cleaning & Landscaping	3.3	3.1	3.7	4.8	4.2	4.5	4.7	4.2	
Other Administrative & Support Services	3.1	2.9	3.5	3.9	4.1	4.8	3.6	4.6	
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>4.3</b>	<b>3.6</b>	<b>3.9</b>	<b>4.1</b>	<b>3.8</b>	<b>4.0</b>	<b>4.6</b>	<b>4.0</b>	
O84,P85 Public Administration & Education	4.6	3.9	3.9	4.2	3.6	3.8	4.3	3.9	
Q86-88 Health & Social Services	3.6	3.2	3.6	3.5	4.0	4.5	5.5	4.6	
R90-93 Arts, Entertainment & Recreation	4.7	3.4	3.8	3.7	3.8	3.5	3.7	2.4	
S,T,U Other Community, Social & Personal Services	3.6	3.3	4.5	5.6	4.1	4.0	4.3	4.8	
<b>A,B,D,E,V OTHERS*</b>	<b>3.1</b>	<b>4.1</b>	<b>3.2</b>	<b>3.4</b>	<b>2.4</b>	<b>2.2</b>	<b>2.4</b>	<b>3.0</b>	
<b>OCCUPATIONAL GROUP</b>									
Professionals, Managers, Executives & Technicians	3.0	2.5	2.7	2.7	2.7	2.9	3.2	3.1	
Clerical, Sales & Service Workers	3.6	3.4	3.8	4.7	4.0	4.2	4.3	4.7	
Production & Transport Operators, Cleaners & Labourers	2.3	1.9	2.2	2.4	2.2	2.3	2.4	2.3	

\* 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,  
THIRD 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>67.4</b>	<b>3.2</b>	<b>29.3</b>	<b>3.1</b>	<b>20.9</b>	<b>4.7</b>	<b>17.3</b>	<b>2.3</b>
<b>C10-32 MANUFACTURING</b>	<b>9.2</b>	<b>2.3</b>	<b>3.8</b>	<b>2.5</b>	<b>0.9</b>	<b>3.0</b>	<b>4.5</b>	<b>2.0</b>
C10-12 Food, Beverages & Tobacco	1.1	3.6	0.1	1.3	0.5	5.6	0.5	3.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	2.1	0.1	2.2	-	-	0.3	2.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.6	1.9	0.4	1.9	-	-	0.1	1.9
C25,28 Fabricated Metal Products, Machinery & Equipment	2.5	2.5	1.0	2.8	0.1	1.8	1.4	2.4
C26 Electronic, Computer & Optical Products	2.0	2.4	1.3	2.9	0.1	2.4	0.6	1.7
C29-30 Transport Equipment	1.8	1.8	0.6	2.1	0.1	1.4	1.1	1.6
Other Manufacturing Industries	0.8	2.1	0.3	2.3	0.1	2.9	0.5	1.9
<b>F41-43 CONSTRUCTION</b>	<b>3.8</b>	<b>1.2</b>	<b>1.4</b>	<b>2.3</b>	<b>0.2</b>	<b>1.4</b>	<b>2.2</b>	<b>0.9</b>
<b>G-U SERVICES</b>	<b>53.7</b>	<b>3.9</b>	<b>23.8</b>	<b>3.3</b>	<b>19.7</b>	<b>5.0</b>	<b>10.3</b>	<b>3.9</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>9.1</b>	<b>3.8</b>	<b>2.6</b>	<b>2.5</b>	<b>5.4</b>	<b>5.7</b>	<b>1.1</b>	<b>2.8</b>
G46 Wholesale Trade	4.6	2.8	2.3	2.5	1.4	3.4	0.8	2.6
G47 Retail Trade	4.5	6.0	0.3	2.1	4.0	7.5	0.3	3.6
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>4.1</b>	<b>2.7</b>	<b>0.8</b>	<b>1.9</b>	<b>1.1</b>	<b>2.7</b>	<b>2.1</b>	<b>3.3</b>
H49,5221 Land Transport & Supporting Services	1.0	3.1	0.1	1.2	0.1	1.4	0.9	3.9
H50,5222, 5225 Water Transport & Supporting Services	0.6	1.7	0.3	1.7	0.1	1.0	0.3	1.8
H51,5223 Air Transport & Supporting Services	0.9	2.8	0.2	2.0	0.5	2.6	0.2	6.4
Other Transportation & Storage Services	1.5	3.3	0.3	2.2	0.5	4.3	0.8	3.5
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>8.3</b>	<b>6.3</b>	<b>0.7</b>	<b>2.9</b>	<b>5.6</b>	<b>6.5</b>	<b>2.1</b>	<b>8.4</b>
I55 Accommodation	1.9	8.0	0.2	3.1	1.1	9.9	0.7	10.0
I56 Food & Beverage Services	6.4	5.9	0.4	2.8	4.5	6.0	1.5	7.9
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.5</b>	<b>3.6</b>	<b>2.3</b>	<b>3.8</b>	<b>0.2</b>	<b>2.1</b>	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.6	2.1	0.5	2.0	0.1	1.7	-	-
J62-63 IT & Other Information Services	1.9	4.5	1.8	4.9	0.1	2.7	-	-
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>3.9</b>	<b>2.9</b>	<b>3.3</b>	<b>2.8</b>	<b>0.6</b>	<b>4.0</b>	-	-
K64 & 66 (excl.662) Financial Services	3.5	3.0	3.0	2.9	0.5	4.3	-	-
K65 & 662 Insurance Services	0.4	2.5	0.3	2.2	0.1	3.2	-	-
<b>L68 REAL ESTATE SERVICES</b>	<b>2.5</b>	<b>4.4</b>	<b>0.7</b>	<b>3.3</b>	<b>0.4</b>	<b>4.3</b>	<b>1.5</b>	<b>5.1</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>4.0</b>	<b>2.9</b>	<b>3.1</b>	<b>3.2</b>	<b>0.6</b>	<b>3.5</b>	<b>0.3</b>	<b>1.3</b>
M69-70 Legal, Accounting & Management Services	2.1	3.3	1.6	3.3	0.4	3.9	0.1	1.5
M71 Architectural & Engineering Services	1.2	2.5	1.0	3.1	0.1	2.3	0.2	1.3
Other Professional Services	0.6	2.8	0.6	2.9	0.1	3.0	-	-
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>6.0</b>	<b>4.7</b>	<b>0.8</b>	<b>3.5</b>	<b>2.9</b>	<b>5.9</b>	<b>2.3</b>	<b>4.1</b>
N80 Security & Investigation	2.2	5.5	-	-	2.2	5.8	-	-
N81 Cleaning & Landscaping	1.8	4.2	-	-	-	-	1.7	4.4
Other Administrative & Support Services	1.9	4.6	0.7	4.3	0.7	7.0	0.5	3.4
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>13.4</b>	<b>4.0</b>	<b>9.6</b>	<b>4.0</b>	<b>2.9</b>	<b>4.1</b>	<b>0.9</b>	<b>3.8</b>
O84,P85 Public Administration & Education	6.5	3.9	5.8	3.9	0.6	4.2	0.1	2.1
Q86-88 Health & Social Services	4.3	4.6	3.0	4.7	1.0	4.3	0.3	4.9
R90-93 Arts, Entertainment & Recreation	1.0	2.4	0.4	3.0	0.4	2.1	0.1	2.3
S,T,U Other Community, Social & Personal Services	1.5	4.8	0.3	2.6	0.8	6.9	0.4	5.2
<b>A,B,D,E,V OTHERS*</b>	<b>0.6</b>	<b>3.0</b>	<b>0.3</b>	<b>2.6</b>	<b>-</b>	<b>-</b>	<b>0.3</b>	<b>3.4</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			
					3Q	4Q	1Q	2Q	3Q	
<b>TOTAL</b>		<b>2.7</b>	<b>2.8</b>	<b>2.7</b>	<b>2.8</b>	<b>2.4</b>	<b>2.5</b>	<b>2.8</b>	<b>2.8</b>	
<b>INDUSTRY (SSIC 2010)</b>										
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>2.0</b>	<b>1.9</b>	<b>1.9</b>	<b>2.1</b>	<b>1.6</b>	<b>1.7</b>	<b>1.9</b>	<b>2.0</b>	
C10-12	Food, Beverages & Tobacco	3.1	3.1	3.2	3.3	3.0	2.8	3.0	3.5	
C17,18,22	Paper / Rubber / Plastic Products & Printing	2.0	2.1	1.8	1.9	1.5	2.1	2.0	2.0	
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.4	1.6	1.8	2.0	1.5	1.7	1.7	2.4	
C25,28	Fabricated Metal Products, Machinery & Equipment	2.1	2.2	1.9	2.3	1.7	2.2	1.9	2.0	
C26	Electronic, Computer & Optical Products	1.8	1.6	1.5	1.6	1.1	1.4	2.0	2.1	
C29-30	Transport Equipment	1.8	1.5	1.8	2.1	1.4	1.2	1.4	1.4	
	Other Manufacturing Industries	2.2	2.2	2.0	2.1	1.8	1.9	2.3	2.1	
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>2.8</b>	<b>3.4</b>	<b>3.3</b>	<b>3.1</b>	<b>2.8</b>	<b>2.5</b>	<b>3.1</b>	<b>2.7</b>	
<b>G-U</b>	<b>SERVICES</b>	<b>3.0</b>	<b>2.9</b>	<b>2.8</b>	<b>2.9</b>	<b>2.6</b>	<b>2.7</b>	<b>3.0</b>	<b>3.0</b>	
G46-47	WHOLESALE AND RETAIL TRADE	3.2	3.4	3.5	3.1	3.4	3.1	3.6	2.9	
G46	Wholesale Trade	2.6	2.8	2.8	2.5	2.4	2.3	2.8	2.4	
G47	Retail Trade	4.7	4.9	5.1	4.5	5.5	4.7	5.3	4.2	
H49-53	TRANSPORTATION AND STORAGE	2.4	2.3	2.3	2.4	1.9	2.1	2.4	2.3	
H49,5221	Land Transport & Supporting Services	2.5	2.5	2.2	2.2	1.8	2.0	2.3	2.3	
H50,5222,5225	Water Transport & Supporting Services	2.1	2.2	2.3	2.6	1.6	1.5	2.2	2.2	
H51,5223	Air Transport & Supporting Services	1.7	1.7	1.5	1.5	1.5	1.3	1.4	0.9	
	Other Transportation & Storage Services	3.0	2.8	3.0	3.0	2.5	3.1	3.5	3.3	
I55-56	ACCOMMODATION AND FOOD SERVICES	4.9	4.6	4.6	4.3	4.9	4.4	4.9	4.8	
I55	Accommodation	3.7	3.5	3.4	3.6	2.6	3.0	3.7	4.0	
I56	Food & Beverage Services	5.2	4.8	4.9	4.5	5.5	4.7	5.2	5.0	
J58-63	INFORMATION AND COMMUNICATIONS	3.0	2.8	2.7	3.1	2.6	2.8	3.0	3.5	
J58-61	Telecommunications, Broadcasting & Publishing	2.5	2.6	2.3	2.6	2.3	2.4	2.5	2.6	
J62-63	IT & Other Information Services	3.3	2.9	3.0	3.4	2.8	3.1	3.4	4.1	
K64-66	FINANCIAL AND INSURANCE SERVICES	2.4	1.9	2.1	2.6	1.9	1.9	2.4	2.7	
K64 & 66 (excl.662)	Financial Services	2.4	1.8	2.0	2.6	1.9	1.8	2.4	2.6	
K65 & 662	Insurance Services	3.0	2.5	2.4	2.7	2.2	2.5	2.7	2.8	
L68	REAL ESTATE SERVICES	4.1	4.1	3.6	3.7	3.2	3.6	4.0	4.1	
M69-75	PROFESSIONAL SERVICES	2.8	2.9	2.5	3.0	1.8	1.9	2.3	3.0	
M69-70	Legal, Accounting & Management Services	2.9	2.6	2.5	3.4	2.0	1.9	2.2	3.4	
M71	Architectural & Engineering Services	2.6	3.5	2.4	2.6	1.8	2.0	2.4	2.8	
	Other Professional Services	2.8	2.5	2.4	2.8	1.6	1.9	2.4	2.3	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.9	4.6	4.8	4.5	4.8	5.2	5.7	4.9	
N80	Security & Investigation	5.6	5.1	5.0	4.5	4.2	4.8	5.2	4.0	
N81	Cleaning & Landscaping	5.0	5.0	4.9	4.3	5.2	5.2	6.4	5.4	
	Other Administrative & Support Services	4.0	3.7	4.3	4.6	4.9	5.5	5.5	5.4	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.9	1.8	1.6	1.9	1.2	1.6	1.7	1.8	
O84,P85	Public Administration & Education	1.3	1.3	1.1	1.6	0.7	1.0	0.9	1.4	
Q86-88	Health & Social Services	2.3	2.3	2.0	2.0	1.7	2.1	2.6	2.1	
R90-93	Arts, Entertainment & Recreation	2.9	2.4	2.2	2.4	2.0	2.6	2.4	2.5	
S,T,U	Other Community, Social & Personal Services	2.9	2.9	2.6	2.8	2.0	2.2	2.5	2.8	
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>2.1</b>	<b>2.4</b>	<b>2.2</b>	<b>2.3</b>	<b>1.7</b>	<b>2.6</b>	<b>1.8</b>	<b>2.0</b>	
<b>OCCUPATIONAL GROUP</b>										
	Professionals, Managers, Executives & Technicians	2.1	1.9	1.9	2.2	1.6	1.7	1.9	2.2	
	Clerical, Sales & Service Workers	3.8	3.7	3.8	3.6	3.8	3.6	4.0	3.7	
	Production & Transport Operators, Cleaners & Labourers	2.8	3.1	3.1	3.0	2.7	2.7	3.2	3.0	

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

\* 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.

## 7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY  
AND OCCUPATIONAL GROUP, THIRD 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>2.1</b>	<b>2.2</b>	<b>1.5</b>	<b>3.7</b>	<b>3.2</b>	<b>3.0</b>	<b>2.2</b>
<b>C10-32 MANUFACTURING</b>	<b>2.0</b>	<b>1.6</b>	<b>1.8</b>	<b>1.2</b>	<b>2.9</b>	<b>3.6</b>	<b>2.0</b>	<b>1.7</b>
C10-12 Food, Beverages & Tobacco	3.5	3.4	2.0	1.6	4.5	4.9	3.7	3.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	2.1	1.5	1.4	2.8	2.4	2.1	2.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.4	1.9	2.5	0.9	1.8	13.3	2.3	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	2.0	1.6	2.0	1.5	2.4	2.1	1.9	1.5
C26 Electronic, Computer & Optical Products	2.1	1.5	1.8	1.2	2.0	2.2	2.6	1.9
C29-30 Transport Equipment	1.4	1.2	1.2	1.0	2.5	1.6	1.4	1.2
Other Manufacturing Industries	2.1	1.6	2.0	1.4	2.7	2.6	2.0	1.6
<b>F41-43 CONSTRUCTION</b>	<b>2.7</b>	<b>1.8</b>	<b>2.5</b>	<b>1.9</b>	<b>2.7</b>	<b>2.3</b>	<b>2.7</b>	<b>1.8</b>
<b>G-U SERVICES</b>	<b>3.0</b>	<b>2.3</b>	<b>2.2</b>	<b>1.5</b>	<b>3.8</b>	<b>3.2</b>	<b>4.0</b>	<b>3.1</b>
G46-47 WHOLESALE AND RETAIL TRADE	2.9	2.4	2.1	1.6	4.0	3.3	2.9	2.5
G46 Wholesale Trade	2.4	2.0	2.0	1.5	3.0	2.7	2.7	2.3
G47 Retail Trade	4.2	3.4	2.6	2.0	4.8	3.9	3.3	3.2
H49-53 TRANSPORTATION AND STORAGE	2.3	1.8	2.0	1.4	1.9	1.8	2.7	2.1
H49,5221 Land Transport & Supporting Services	2.3	1.6	2.0	1.3	2.7	2.3	2.3	1.5
H50,5222, 5225 Water Transport & Supporting Services	2.2	1.4	2.1	1.3	2.3	1.6	2.2	1.3
H51,5223 Air Transport & Supporting Services	0.9	1.3	0.9	0.8	0.8	1.2	1.6	2.6
Other Transportation & Storage Services	3.3	2.7	2.6	1.7	3.6	2.8	3.6	3.2
I55-56 ACCOMMODATION AND FOOD SERVICES	4.8	4.3	3.0	2.6	5.3	4.8	5.0	3.8
I55 Accommodation	4.0	3.2	3.0	2.9	4.4	3.4	4.6	3.4
I56 Food & Beverage Services	5.0	4.5	3.0	2.5	5.4	5.0	5.1	4.0
J58-63 INFORMATION AND COMMUNICATIONS	3.5	1.8	2.8	1.7	3.5	2.4	23.3	3.3
J58-61 Telecommunications, Broadcasting & Publishing	2.6	1.5	2.2	1.2	4.3	2.8	2.0	2.2
J62-63 IT & Other Information Services	4.1	2.0	3.1	2.0	2.2	1.9	28.9	3.6
K64-66 FINANCIAL AND INSURANCE SERVICES	2.7	1.6	2.6	1.5	3.1	2.3	2.1	1.9
K64 & 66 (excl.662) Financial Services	2.6	1.6	2.6	1.5	3.2	2.2	2.1	1.9
K65 & 662 Insurance Services	2.8	2.2	2.8	2.0	2.8	2.8	2.3	1.9
L68 REAL ESTATE SERVICES	4.1	3.5	2.4	1.8	4.0	3.2	5.5	4.8
M69-75 PROFESSIONAL SERVICES	3.0	2.1	2.8	1.9	3.5	2.6	3.8	2.2
M69-70 Legal, Accounting & Management Services	3.4	2.1	3.3	1.9	3.6	2.7	4.2	2.3
M71 Architectural & Engineering Services	2.8	2.1	2.2	1.9	3.0	2.7	3.9	2.2
Other Professional Services	2.3	1.9	2.3	1.9	3.4	2.2	1.7	1.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.9	3.9	3.8	2.5	4.6	3.5	5.7	4.8
N80 Security & Investigation	4.0	3.3	2.6	2.0	4.1	3.4	4.2	2.6
N81 Cleaning & Landscaping	5.4	4.6	2.5	2.1	3.9	2.5	5.7	4.9
Other Administrative & Support Services	5.4	3.6	4.2	2.7	6.8	4.0	5.9	4.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.8	1.3	1.6	1.0	2.7	2.1	1.9	1.5
O84,P85 Public Administration & Education	1.4	0.8	1.3	0.8	1.5	1.0	1.1	0.6
Q86-88 Health & Social Services	2.1	1.4	1.8	1.2	2.8	1.7	2.4	1.3
R90-93 Arts, Entertainment & Recreation	2.5	2.2	2.3	1.6	2.8	2.7	1.4	1.5
S,T,U Other Community, Social & Personal Services	2.8	2.3	2.2	1.7	3.6	3.0	2.5	2.2
<b>A,B,D,E,V OTHERS*</b>	<b>2.0</b>	<b>1.5</b>	<b>1.2</b>	<b>0.7</b>	<b>2.2</b>	<b>2.0</b>	<b>3.2</b>	<b>2.6</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			
					Sep	Dec	Mar	Jun	Sep	
<b>TOTAL</b>		<b>46.2</b>	<b>46.2</b>	<b>46.2</b>	<b>46.2</b>	<b>46.2</b>	<b>45.9</b>	<b>46.1</b>	<b>46.0</b>	
<b>C10-32 MANUFACTURING</b>		<b>50.2</b>	<b>50.2</b>	<b>50.1</b>	<b>50.1</b>	<b>49.9</b>	<b>49.5</b>	<b>49.9</b>	<b>49.8</b>	
C10-12	Food, Beverages & Tobacco	48.5	47.8	47.0	46.7	48.1	46.9	47.1	46.5	
C17,18,22	Paper / Rubber / Plastic Products & Printing	49.2	48.6	49.1	49.1	49.0	48.9	49.2	50.1	
C19-21	Petroleum, Chemical & Pharmaceutical Products	45.9	45.1	44.7	44.9	44.2	44.3	44.7	44.7	
C25,28	Fabricated Metal Products, Machinery & Equipment	52.1	52.5	52.6	52.5	52.7	52.4	52.4	51.9	
C26	Electronic, Computer & Optical Products	47.1	46.9	46.9	47.0	46.9	46.4	47.2	47.1	
C29-30	Transport Equipment	53.1	53.6	53.1	52.6	52.0	51.6	52.3	52.6	
	Other Manufacturing Industries	49.7	49.6	50.2	50.4	49.8	49.5	49.0	49.2	
<b>F41-43 CONSTRUCTION</b>		<b>52.8</b>	<b>53.0</b>	<b>53.2</b>	<b>53.0</b>	<b>53.5</b>	<b>53.3</b>	<b>53.2</b>	<b>52.7</b>	
<b>G-U SERVICES</b>		<b>43.4</b>	<b>43.5</b>	<b>43.4</b>	<b>43.4</b>	<b>43.3</b>	<b>43.1</b>	<b>43.2</b>	<b>43.3</b>	
G46-47	WHOLESALE AND RETAIL TRADE	43.7	43.6	43.2	43.0	42.9	43.0	43.3	42.9	
G46	Wholesale Trade	43.6	43.7	43.6	43.3	43.5	43.4	43.7	43.3	
G47	Retail Trade	43.8	43.3	42.3	42.2	41.9	42.0	42.3	42.1	
H49-53	TRANSPORTATION AND STORAGE	46.2	46.1	45.7	45.9	46.1	45.6	46.1	45.7	
H49,5221	Land Transport & Supporting Services	48.4	48.4	46.8	46.6	48.3	46.5	48.1	46.4	
H50,5222,5225	Water Transport & Supporting Services	44.8	44.5	44.3	44.3	44.2	43.9	44.3	44.7	
H51,5223	Air Transport & Supporting Services	44.6	44.8	45.1	46.2	45.3	45.2	45.5	44.8	
	Other Transportation & Storage Services	47.1	46.8	46.7	46.5	46.9	46.8	46.6	46.7	
I55-56	ACCOMMODATION AND FOOD SERVICES	41.6	42.1	43.0	43.4	43.2	41.6	41.7	42.7	
I55	Accommodation	45.8	45.9	46.6	46.7	47.0	46.5	46.5	46.7	
I56	Food & Beverage Services	40.4	41.1	42.0	42.7	42.3	40.3	40.6	41.8	
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.5	41.7	41.7	41.5	41.6	41.5	41.5	
J58-61	Telecommunications, Broadcasting & Publishing	41.4	41.6	42.3	42.5	42.2	42.0	41.9	42.0	
J62-63	IT & Other Information Services	41.6	41.4	41.2	41.2	41.0	41.4	41.3	41.1	
K64-66	FINANCIAL AND INSURANCE SERVICES	41.2	41.2	41.2	41.3	41.1	41.1	41.1	41.2	
K64 & 66 (excl.662)	Financial Services	41.4	41.3	41.3	41.5	41.3	41.3	41.2	41.3	
K65 & 662	Insurance Services	39.8	40.0	40.0	40.0	40.1	40.1	40.2	40.5	
L68	REAL ESTATE SERVICES	44.6	44.5	44.6	44.3	44.5	44.6	44.5	44.7	
M69-75	PROFESSIONAL SERVICES	43.1	43.6	43.6	43.6	43.1	42.8	43.0	43.6	
M69-70	Legal, Accounting & Management Services	41.1	41.5	41.3	41.5	41.3	40.8	41.0	41.4	
M71	Architectural & Engineering Services	45.7	46.6	47.0	46.8	45.8	45.8	46.0	47.2	
	Other Professional Services	42.9	42.2	41.8	42.0	41.7	41.5	41.6	42.0	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	48.5	48.5	47.5	47.8	47.3	47.5	47.6	47.5	
N80	Security & Investigation	54.6	55.5	52.8	53.3	53.4	53.5	53.2	52.0	
N81	Cleaning & Landscaping	45.7	45.3	44.9	44.9	43.7	43.6	44.4	45.3	
	Other Administrative & Support Services	45.7	45.0	44.8	45.4	44.9	44.9	44.8	45.6	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.1	42.1	42.0	42.1	42.0	42.0	42.0	
O84,P85	Public Administration & Education	41.4	41.3	41.3	41.3	41.4	41.3	41.3	41.3	
Q86-88	Health & Social Services	42.1	42.1	42.0	42.0	41.8	41.8	41.9	42.0	
R90-93	Arts, Entertainment & Recreation	43.4	43.8	43.9	44.0	44.3	43.8	43.7	43.9	
S,T,U	Other Community, Social & Personal Services	44.3	44.2	43.8	43.4	44.1	43.6	43.7	43.2	
<b>A,B,D,E,V OTHERS*</b>		<b>45.8</b>	<b>45.7</b>	<b>45.7</b>	<b>45.9</b>	<b>45.6</b>	<b>45.3</b>	<b>45.3</b>	<b>45.9</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			
				Sep	Dec	Mar	Jun	Sep	
<b>TOTAL</b>	<b>3.7</b>	<b>3.8</b>	<b>3.8</b>	<b>3.8</b>	<b>3.8</b>	<b>3.6</b>	<b>3.8</b>	<b>3.7</b>	
<b>C10-32 MANUFACTURING</b>	<b>7.0</b>	<b>7.2</b>	<b>7.1</b>	<b>7.0</b>	<b>6.9</b>	<b>6.5</b>	<b>6.9</b>	<b>6.9</b>	
C10-12 Food, Beverages & Tobacco	5.0	4.3	4.1	4.2	4.7	3.6	3.8	3.8	
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.8	5.1	5.7	5.7	5.7	5.5	5.8	6.7	
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.2	3.2	2.9	3.1	2.4	2.6	2.8	2.9	
C25,28 Fabricated Metal Products, Machinery & Equipment	8.5	9.1	9.0	9.0	8.9	8.7	8.8	8.4	
C26 Electronic, Computer & Optical Products	4.7	4.8	4.8	4.8	5.0	4.4	5.2	5.1	
C29-30 Transport Equipment	9.4	9.9	9.5	9.0	8.5	8.1	9.0	9.0	
Other Manufacturing Industries	6.8	6.7	7.2	7.2	6.9	6.5	6.1	6.3	
<b>F41-43 CONSTRUCTION</b>	<b>7.9</b>	<b>8.2</b>	<b>8.5</b>	<b>8.3</b>	<b>8.6</b>	<b>8.5</b>	<b>8.5</b>	<b>8.1</b>	
<b>G-U SERVICES</b>	<b>1.7</b>	<b>1.8</b>	<b>1.7</b>	<b>1.8</b>	<b>1.7</b>	<b>1.6</b>	<b>1.8</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>1.5</b>	<b>1.8</b>	<b>1.7</b>	
G46 Wholesale Trade	1.6	1.6	1.5	1.6	1.5	1.4	1.6	1.6	
G47 Retail Trade	2.1	2.0	2.0	1.9	2.1	1.9	2.1	2.0	
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>3.3</b>	<b>3.3</b>	<b>3.0</b>	<b>3.0</b>	<b>3.3</b>	<b>2.8</b>	<b>3.4</b>	<b>3.0</b>	
H49,5221 Land Transport & Supporting Services	4.9	5.2	3.8	3.4	5.4	3.6	5.4	3.4	
H50,5222,5225 Water Transport & Supporting Services	1.9	1.8	1.7	1.8	1.8	1.6	1.9	2.0	
H51,5223 Air Transport & Supporting Services	2.3	2.4	2.2	2.8	1.9	1.9	2.3	1.6	
Other Transportation & Storage Services	4.3	4.1	4.0	3.9	4.1	4.1	4.2	4.5	
<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>1.9</b>	<b>1.8</b>	<b>1.9</b>	
I55 Accommodation	1.9	2.1	2.6	2.6	3.0	2.6	2.6	2.9	
I56 Food & Beverage Services	1.4	1.7	2.2	2.3	2.3	1.7	1.6	1.7	
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>0.5</b>	<b>0.5</b>	<b>0.5</b>	<b>0.5</b>	<b>0.3</b>	<b>0.4</b>	<b>0.4</b>	<b>0.5</b>	
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.7	0.8	0.8	0.5	0.7	0.6	0.8	
J62-63 IT & Other Information Services	0.3	0.3	0.3	0.3	0.2	0.2	0.4	0.3	
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</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>	<b>0.3</b>	
K64 & 66 (excl.662) Financial Services	0.2	0.2	0.2	0.3	0.2	0.2	0.2	0.3	
K65 & 662 Insurance Services	0.4	0.3	0.3	0.3	0.3	0.3	0.3	0.2	
<b>L68 REAL ESTATE SERVICES</b>	<b>2.0</b>	<b>1.9</b>	<b>2.2</b>	<b>2.2</b>	<b>1.8</b>	<b>1.9</b>	<b>1.9</b>	<b>2.3</b>	
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>1.7</b>	<b>2.0</b>	<b>2.1</b>	<b>2.0</b>	<b>1.8</b>	<b>1.8</b>	<b>1.9</b>	<b>2.2</b>	
M69-70 Legal, Accounting & Management Services	0.6	0.8	0.8	0.8	0.9	0.8	1.0	0.9	
M71 Architectural & Engineering Services	3.1	3.9	4.3	3.9	3.5	3.5	3.6	4.5	
Other Professional Services	1.5	0.9	0.7	0.8	0.5	0.4	0.5	0.8	
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>5.3</b>	<b>5.6</b>	<b>4.8</b>	<b>5.3</b>	<b>4.9</b>	<b>5.1</b>	<b>5.4</b>	<b>5.4</b>	
N80 Security & Investigation	10.5	12.1	9.6	10.5	10.3	10.6	10.7	10.4	
N81 Cleaning & Landscaping	2.6	2.3	2.3	2.5	1.8	1.7	2.5	3.0	
Other Administrative & Support Services	3.2	2.7	2.6	3.2	2.6	2.6	2.7	3.2	
<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>0.4</b>	<b>0.5</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	0.5	0.4	0.4	0.5	0.5	
R90-93 Arts, Entertainment & Recreation	1.3	1.4	1.2	1.3	1.5	1.1	1.2	1.2	
S,T,U Other Community, Social & Personal Services	1.9	2.0	1.7	1.4	2.1	1.6	1.7	1.3	
<b>A,B,D,E,V OTHERS*</b>	<b>3.1</b>	<b>3.1</b>	<b>3.1</b>	<b>3.2</b>	<b>3.0</b>	<b>2.8</b>	<b>2.7</b>	<b>3.2</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, Third Quarter 2014

## Unemployment

### Source

Labour Force Survey

### Coverage

The survey covers private households in Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore. Estimates of the total labour force are derived by combining data on residents (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 men 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

Analysis of employment change over time helps in understanding the impact of cyclical and structural changes in the economy on the demand for workers. In particular, the breakdown of employment by industry helps identify sectors where employment is growing or falling.

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. 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 paid total and overtime hours worked 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.

Management staff and executives are normally not paid additional hourly wages for working overtime. For this group of staff, users can refer to statistics on usual hours worked 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.

As the third quarter Labour Market Survey (LMS) is a census of the entire population of private sector establishments with at least 25 employees and the public sector, it is not a sample. Indicators from the LMS are, therefore, not subject to sampling variability.

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	Sep 14	52,700	2,700	5.1%	47,300	58,000
Resident Unemployment Rate	Sep 14	2.3%	0.12%-pt	5.2%	2.1%	2.5%

Note: Data are non-seasonally adjusted.

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### Conditions of Employment, 2014

**Date of Release: 9 Dec 2014**

This report highlights key findings from the Conditions of Employment Survey, 2014 on general employment conditions and workplace practices of establishments in Singapore, covering work-week patterns, leave entitlements, flexible work arrangements and sick absenteeism.



## Other Resources

Title	Date of Release
• Singapore Workforce, 2014	28/11/2014
• Singapore Yearbook of Manpower Statistics, 2014	30/06/2014
• 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
• 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
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