

LABOUR MARKET 2014



MINISTRY OF
MANPOWER

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Manpower Research and Statistics Department

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Notations

- : nil or negligible
- Q : Quarter
- M : March
- J : June
- S : September
- D : December

Abbreviations

- CPF : Central Provident Fund
- CPI : Consumer Price Index
- excl : Excluding
- FDW : Foreign Domestic Workers
- MOM : Ministry of Manpower
- 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 labour market remained tight, amid lower unemployment and an increase in job vacancies. While layoffs rose due to business restructuring, the rate of re-entry into employment among locals made redundant improved for the third consecutive quarter. Local employment growth trended higher, as foreign growth continued to moderate.
- Unemployment declined over the quarter for overall (from 2.0% to 1.9%), residents (2.8% to 2.6%) and citizens (2.9% to 2.6%) in December 2014.¹ The annual average unemployment rate in 2014 was broadly unchanged for overall (2.0%), residents (2.7%), and citizens (2.9%).
- Total employment growth in 2014 (130,100 or 3.7%) was lower than 2013 (136,200 or 4.1%). Local employment growth trended higher in 2014 (96,000 or 4.4%) compared to 2013 (82,900 or 4.0%), while foreign employment growth slowed (2014: 34,000 or 2.6%; 2013: 53,300 or 4.2%). After excluding construction and foreign domestic workers, foreign employment growth in 2014 (16,400 or 2.2%) was similar to 2013 (16,800 or 2.3%).
- Locals formed two in three (or 66.7%) of all persons in employment, with foreigners making up the remaining third (33.3%) in December 2014. There were 1,355,700 foreigners in employment, or 1,133,200 excluding foreign domestic workers.
- Amid on-going business restructuring, more workers were laid off in 2014 (12,930) than in 2013 (11,560).² The rate of re-entry into employment within six months of redundancy improved for the third consecutive quarter. Based on CPF records, 59% of residents laid off in the third quarter of 2014 secured employment by December 2014, up from the 55% experienced by the previous cohort (laid off in the second quarter of 2014) in September 2014.
- With the decline in job seekers, the seasonally adjusted ratio of job vacancies to unemployed persons edged up to 143 job openings for every 100 job seekers in December 2014 from 142 in September 2014.

¹ Unemployment rates are seasonally adjusted.

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

Overview

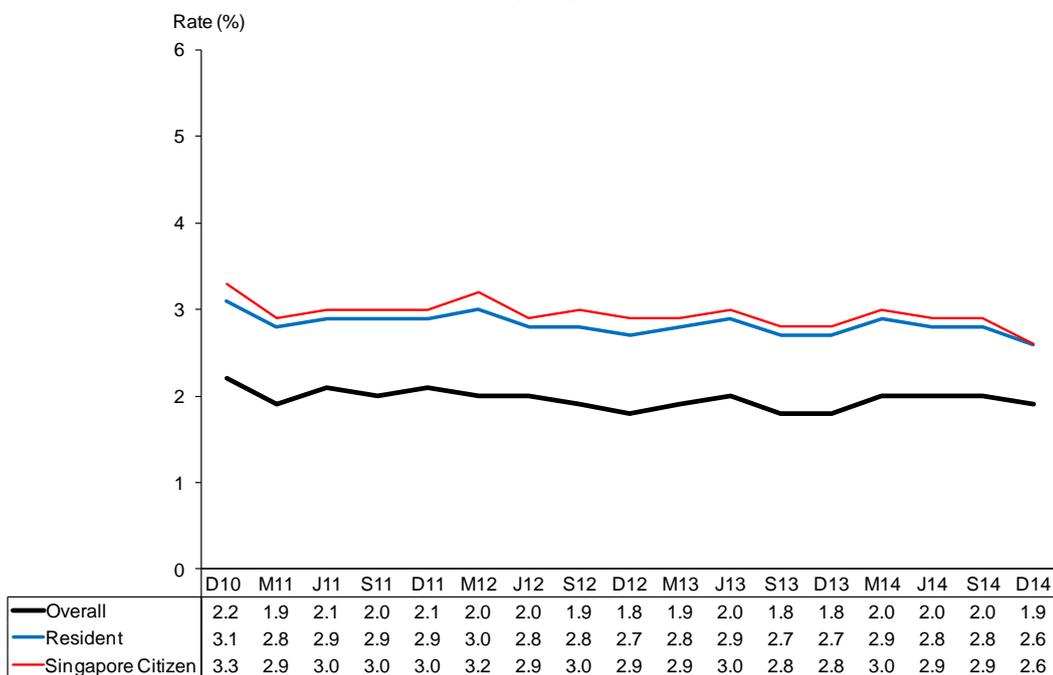
The labour market remained tight, amid lower unemployment and an increase in job vacancies. While layoffs rose due to business restructuring, the rate of re-entry into employment among locals made redundant improved for the third consecutive quarter. Employment growth among locals trended higher, as foreign growth continued to moderate.

Unemployment

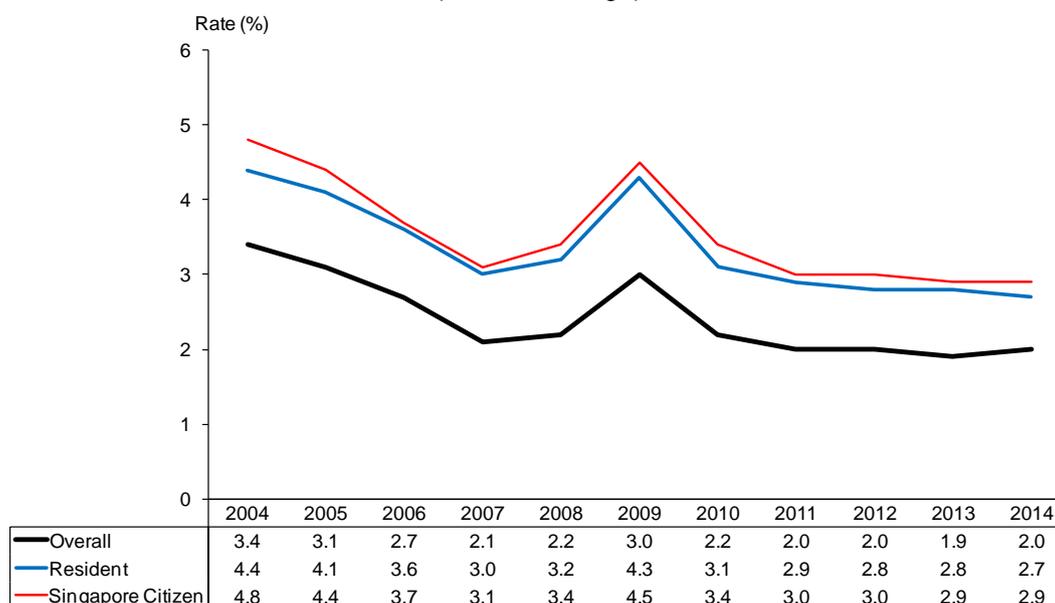
Unemployment stayed low

The overall seasonally adjusted unemployment rate declined from 2.0% in September 2014 to 1.9% in December 2014. Unemployment also fell over the quarter for residents from 2.8% to 2.6% and citizens from 2.9% to 2.6%. An estimated 51,200 residents, including 43,700 Singapore citizens were unemployed in December 2014. The seasonally adjusted figures were 60,000 for residents and 49,600 for citizens.

Chart 1: Unemployment Rate
(Seasonally Adjusted)



For the whole of 2014, the annual average unemployment rate was 2.0% overall, 2.7% for residents and 2.9% for citizens, compared with 1.9%, 2.8% and 2.9% respectively in 2013. On average, 61,200 residents including 53,900 Singapore citizens were unemployed in 2014. The corresponding figures in 2013 were 59,800 and 52,900.

Chart 2: Unemployment Rate
(Annual Average)

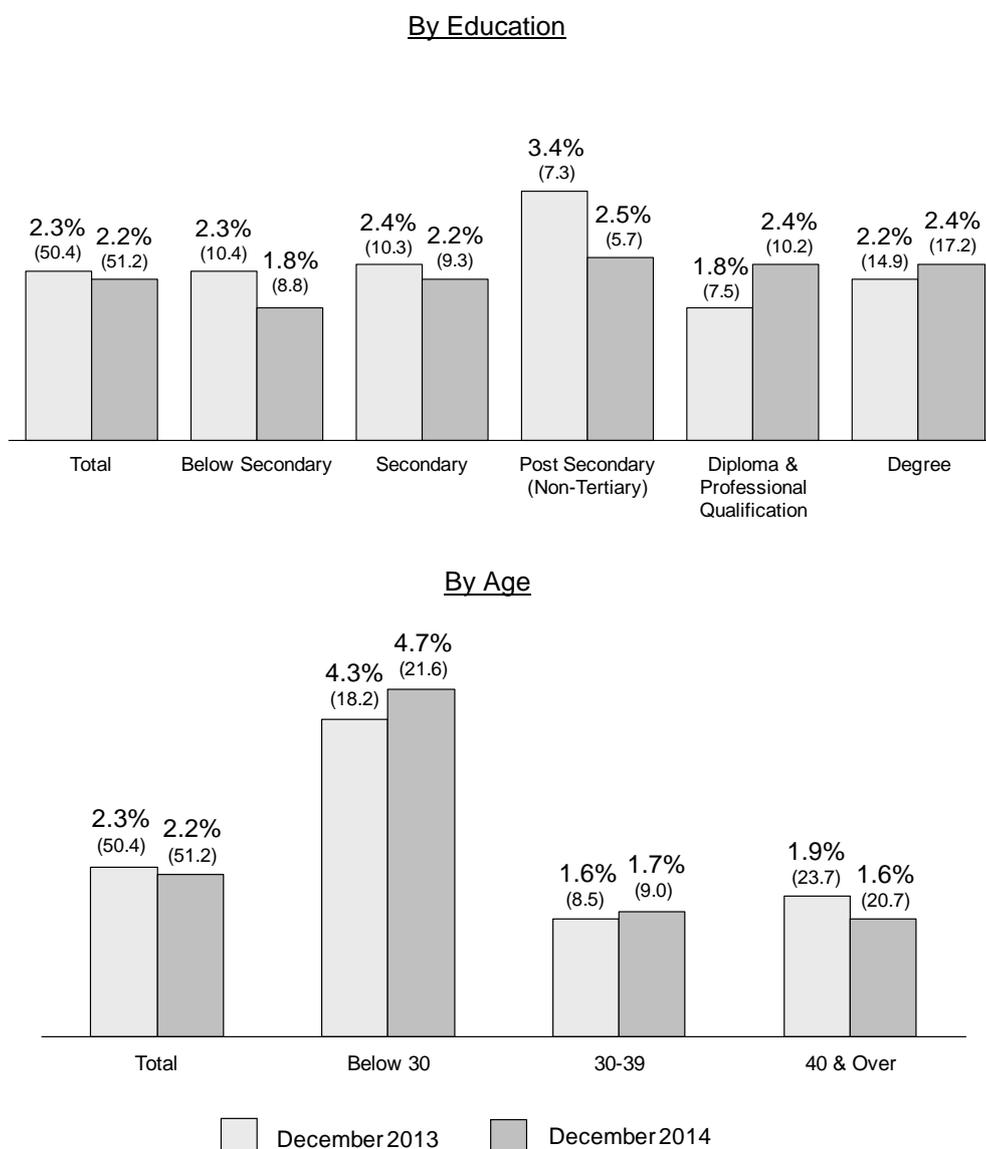
Source: Labour Force Survey, MOM, except data for June 2005 which are from the General Household Survey 2005 conducted by Department of Statistics, Ministry of Trade and Industry.

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

Unemployment declined over the year in December 2014 for residents with post-secondary (non-tertiary) (from 3.4% to 2.5%) and below-secondary (from 2.3% to 1.8%) qualifications, amid robust hiring of the lower-skilled in services industries like retail trade, food & beverage and administrative & support services. On the other hand, unemployment rose over the year for the tertiary educated, more so for those with diploma & professional qualification. Reflecting their larger composition in the resident labour force, degree holders made up around one in three (17,200 or 34%) of the unemployed residents in December 2014.

The unemployment rate declined over the year for mature residents aged 40 & over, but increased for residents in their 30s and younger. The share of younger residents aged below 30 (21,600 or 42%) among the unemployed pool was slightly higher than those aged 40 & over (20,700 or 40%) in December 2014.

Chart 3: Resident Unemployment Rate And Number By Education And Age
(Non-Seasonally Adjusted)



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. 10,600 residents making up 0.5% of the resident labour force had been looking for work for at least 25 weeks in December 2014, down from 12,100 or 0.6% a year ago. The share of long-term unemployed among resident job seekers also decreased over the year from one in four (24%) to one in five (21%). For the whole of 2014, the resident long-term unemployment rate and number averaged 0.6% and 12,100. The corresponding figures were 0.6% and 13,400 in 2013.

Chart 4: Resident Long-Term Unemployment Rate
(Non-Seasonally Adjusted)

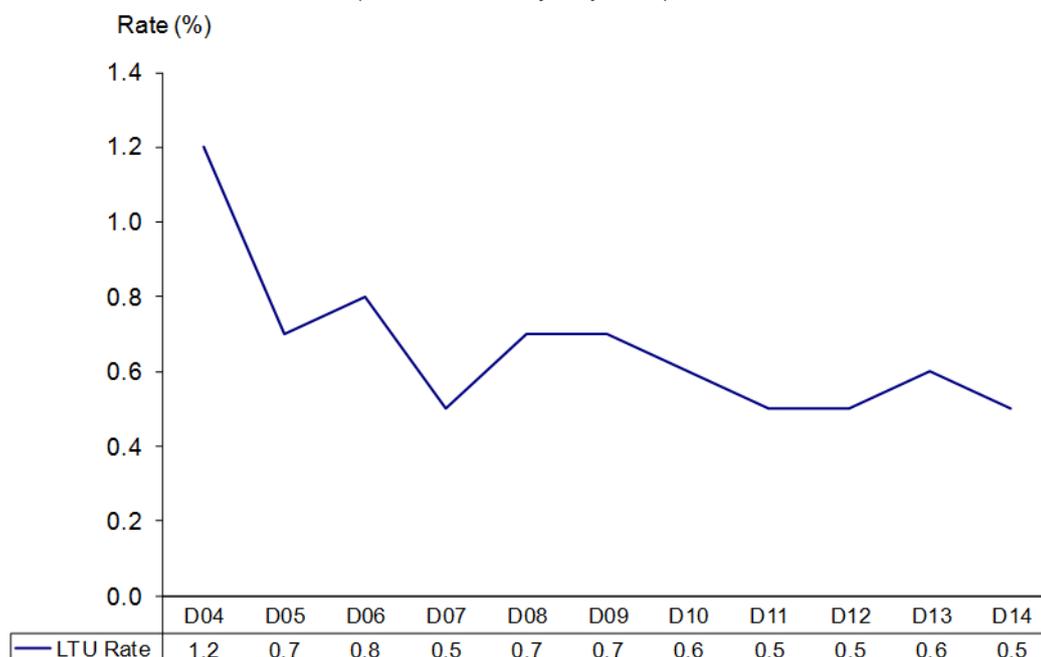
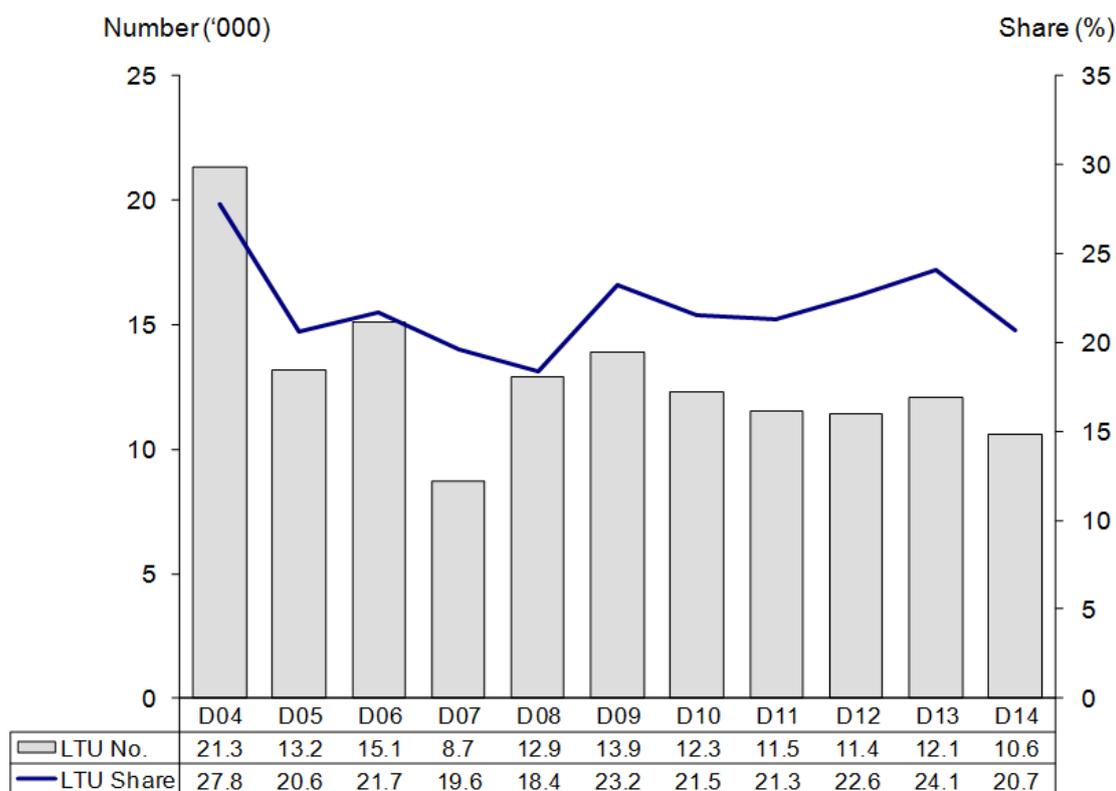


Chart 5: Number And Share Of Resident Long-Term Unemployed
(Non-Seasonally Adjusted)

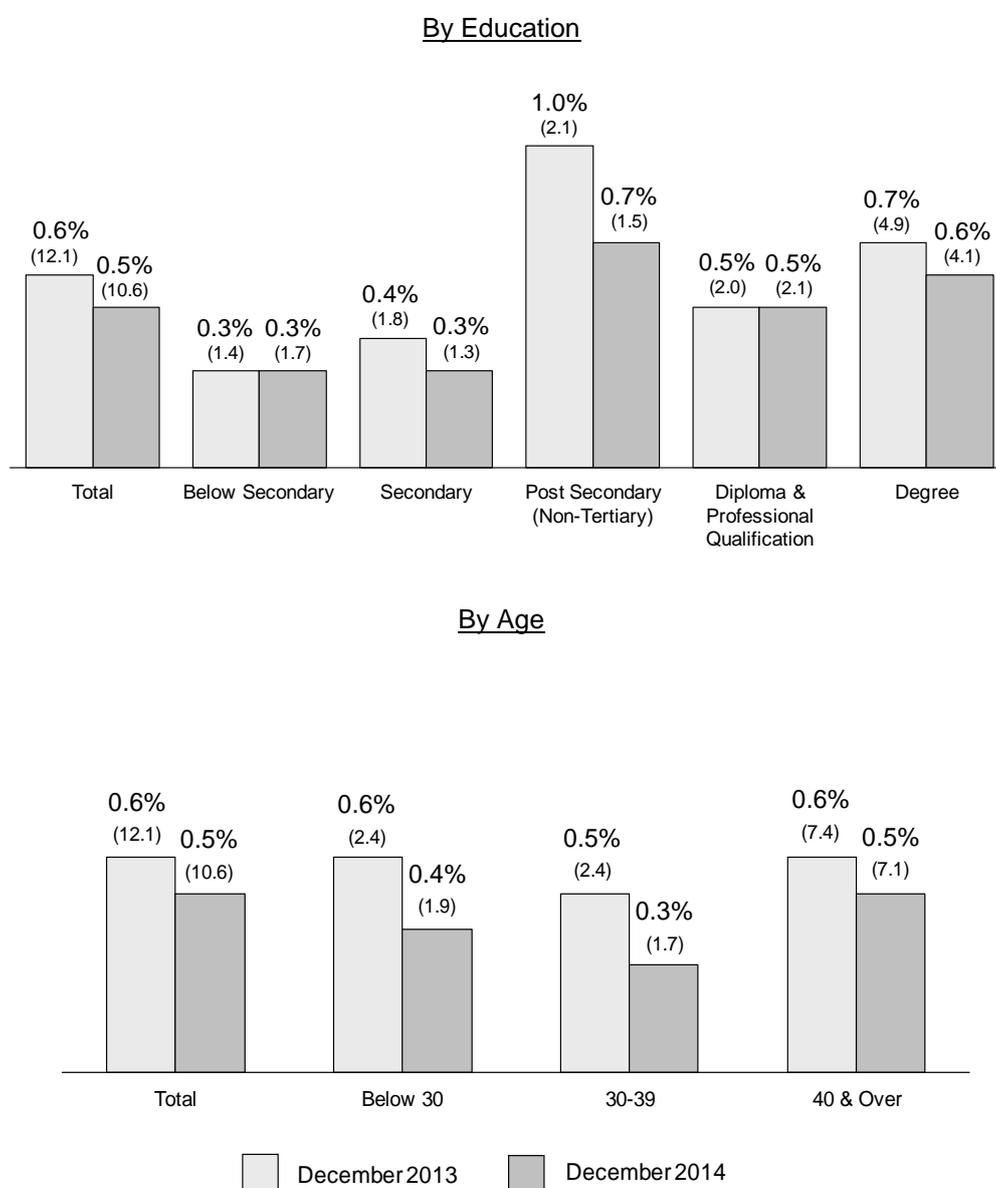


Notes: (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
(2) The share represents the long-term unemployed as a proportion of unemployed residents.

The long-term unemployment rate improved or was unchanged over the year across the education groups, including degree holders whose rate improved over the year for the second consecutive quarter.

All age groups registered declines in long-term unemployment rate over the year, more so for residents in their 30s (from 0.5% to 0.3%) and younger (from 0.6% to 0.4%). Two in three (67% or 7,100) long-term unemployed residents in December 2014 were aged 40 & over, reflecting their higher long-term unemployment rate than younger residents and their larger representation in the resident labour force.

Chart 6: Resident Long-Term Unemployment Rate And Number By Education And Age (Non-Seasonally Adjusted)



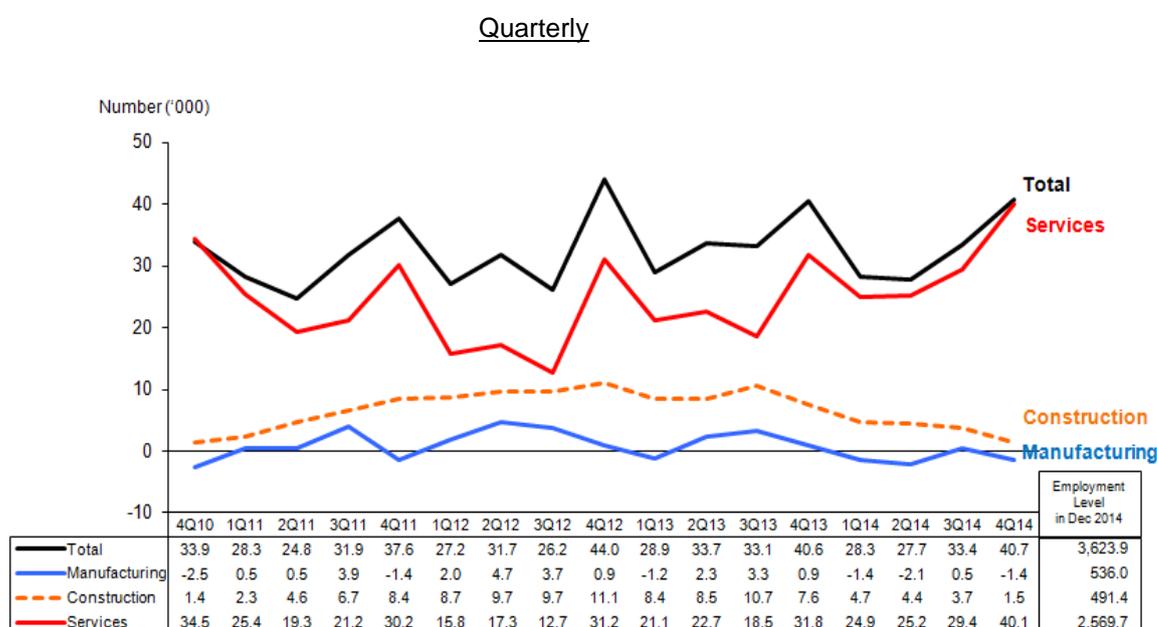
Note: Figures in brackets refer to the number of long-term unemployed in thousands. They may not add up to the total due to rounding.

Employment

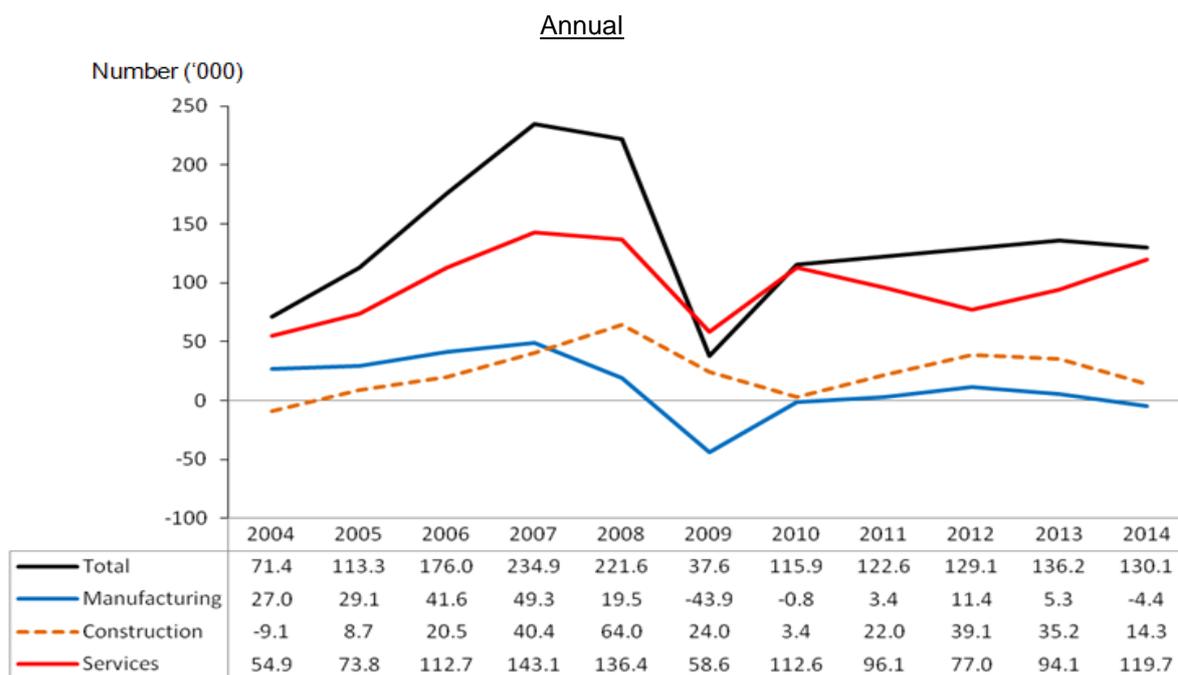
Employment grew at a slower pace in 2014

Total employment grew by 40,700 in the fourth quarter of 2014, higher than the 33,400 gains in the preceding quarter, but similar to the same period a year ago (40,600). This brought the full-year total employment growth to 130,100 or 3.7% in 2014, lower than 136,200 or 4.1% in 2013. The lower growth stemmed from continued moderation in foreign employment growth as local³ growth rose and outpaced foreigners for the second consecutive year.

Chart 7: Employment Change By Sector



³ Local refers to Singapore citizen and permanent resident.



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 from 2009 onwards and SSIC 2005 before 2009.

Most of the employment gains in 2014 were in services (119,700 or 111,700 excluding FDW), with community, social and personal services (32,400), wholesale & retail trade (20,500), professional services (14,000) and administrative & support services (13,600) forming the bulk of increases. Construction contributed another 14,300 whilst employment contracted in manufacturing (-4,400).

Table 1: Total Employment Change By Industry

In Thousands

Industry	Quarterly Change								Annual Change		Employment Level
	2013				2014				2013	2014	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q			Dec 2014
Total	28.9	33.7	33.1	40.6	28.3	27.7	33.4	40.7	136.2	130.1	3,623.9
Total (excl FDW)	28.5	32.7	32.3	37.9	25.9	26.3	31.5	38.3	131.3	122.1	3,401.4
Manufacturing	-1.2	2.3	3.3	0.9	-1.4	-2.1	0.5	-1.4	5.3	-4.4	536.0
Construction	8.4	8.5	10.7	7.6	4.7	4.4	3.7	1.5	35.2	14.3	491.4
Services	21.1	22.7	18.5	31.8	24.9	25.2	29.4	40.1	94.1	119.7	2,569.7
Services (excl FDW)	20.7	21.7	17.8	29.1	22.5	23.8	27.6	37.8	89.3	111.7	2,347.2
Wholesale & Retail Trade	2.6	-1.1	3.2	8.4	2.3	2.0	5.0	11.1	13.1	20.5	500.2
Transportation & Storage	2.5	3.6	1.4	1.3	1.9	2.6	1.1	2.0	8.8	7.5	234.0
Accommodation & Food Services	-0.1	2.2	1.1	6.6	-0.1	1.1	2.3	5.9	9.7	9.1	235.9
Information & Communications	1.5	4.6	1.1	0.9	1.0	1.4	2.5	1.6	8.1	6.4	120.0
Financial & Insurance Services	1.9	-1.3	2.2	1.9	2.4	1.3	3.8	1.8	4.6	9.3	197.0
Real Estate Services	0.7	-0.4	-0.6	0.7	1.9	1.8	2.7	0.5	0.4	6.9	95.8
Professional Services	3.4	5.5	4.8	1.3	3.0	4.0	4.5	2.4	14.9	14.0	236.3
Administrative & Support Services	2.2	4.9	1.2	3.2	1.9	5.3	0.9	5.4	11.4	13.6	200.9
Community, Social & Personal Services	6.3	5.0	4.3	7.5	10.7	5.8	6.5	9.5	23.1	32.4	749.7
Community, Social & Personal Services (excl FDW)	5.9	3.9	3.5	4.8	8.3	4.4	4.6	7.2	18.2	24.4	527.2

Notes:

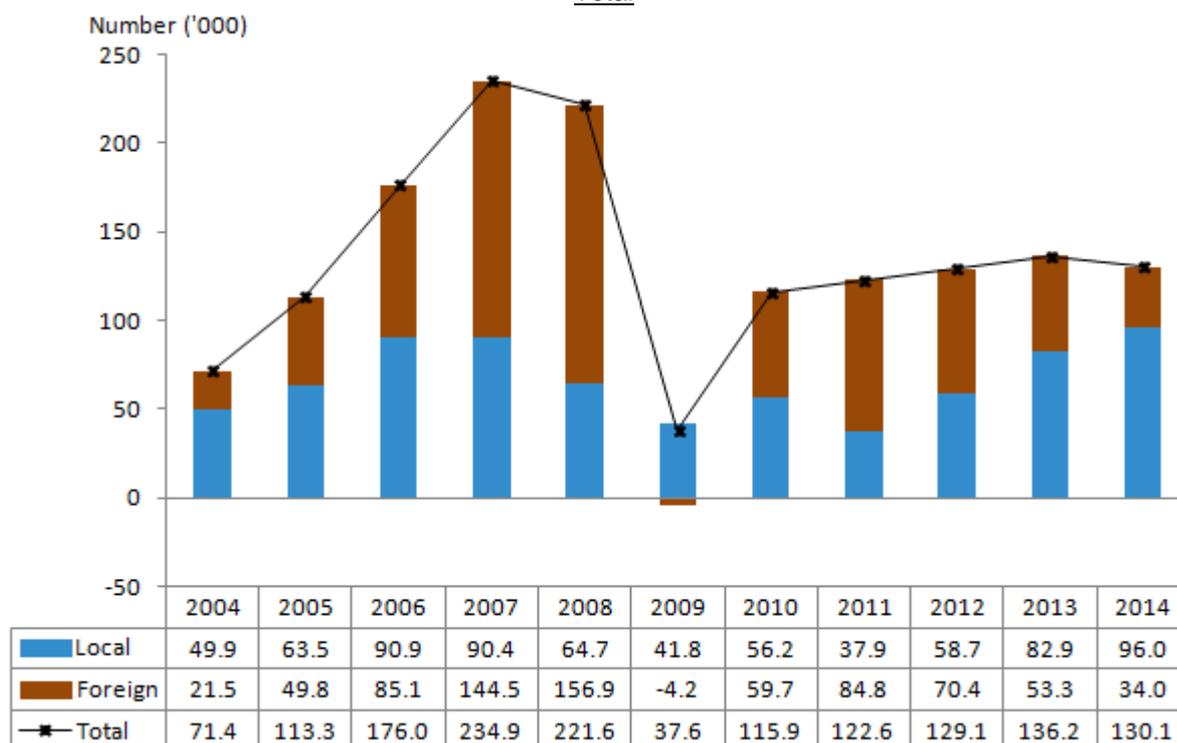
- (1) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste management.
- (2) Data may not add up to the total due to rounding.
- (3) 'excl FDW' refers to excluding foreign domestic workers.

Local⁴ Employment

Local employment gains accelerated in 2014

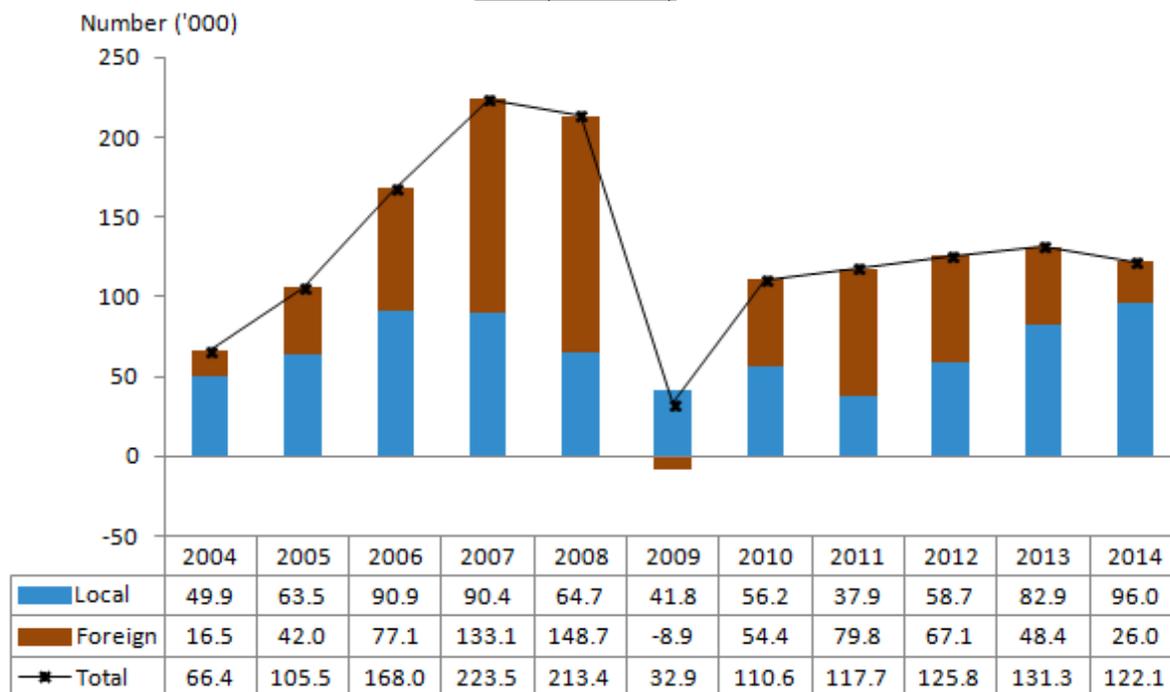
Local employment rose by 96,000 (or 4.4%) in 2014, higher than the gains of 82,900 (or 4.0%) in 2013. The local employment growth was concentrated in services (90,100). Construction and manufacturing added another 4,600 and 1,100 locals respectively in 2014.

Chart 8: Annual Employment Change By Residential Status
Total

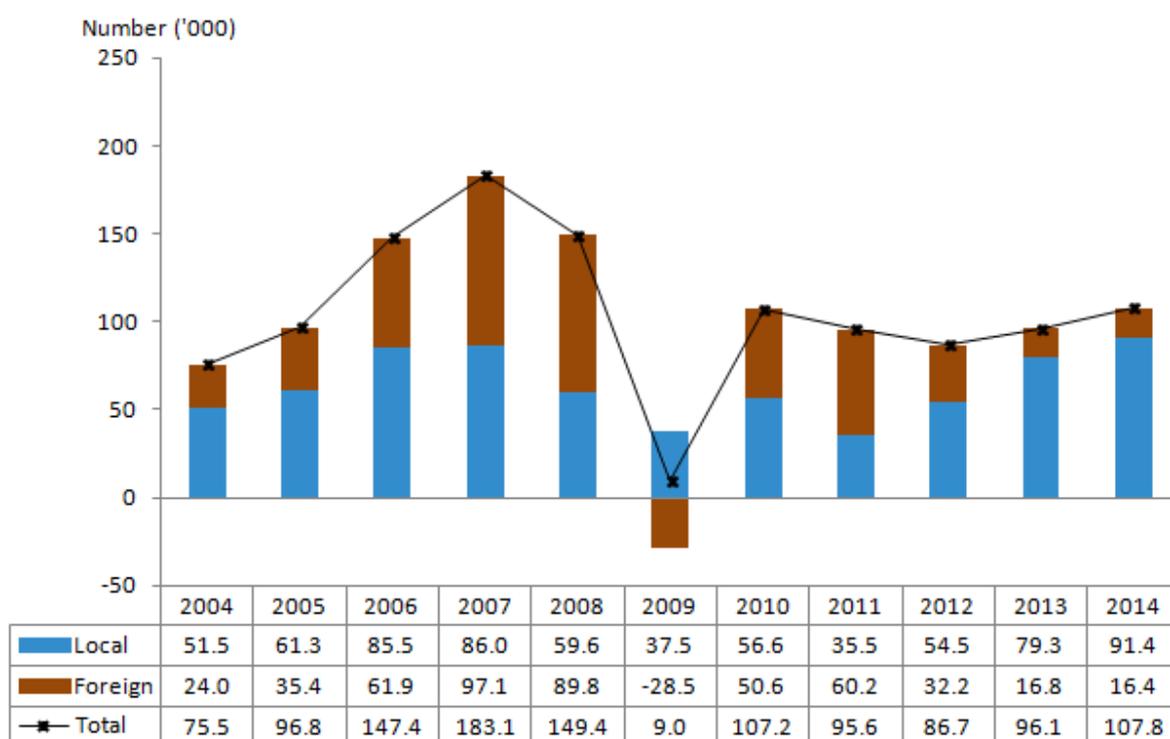


⁴ Local refer to Singapore citizen and permanent resident.

Total (excl FDW)



Total (excl FDW and Construction)



Notes:

- (1) Local refers to Singapore citizen and permanent resident.
- (2) 'excl FDW' refers to excluding foreign domestic workers.
- (3) Data may not add up to the total due to rounding.

Foreign Employment

Foreign employment growth eased from a year ago

Growth in foreign employment slowed to 34,000 (or 2.6%) in 2014, from 53,300 (or 4.2%) in 2013. This reflected cutbacks in construction (9,700) and manufacturing (-5,400), which more than offset the faster growth in services (29,500). When FDW and construction were excluded, foreign employment growth in 2014 (16,400 or 2.2%) was similar to 2013 (16,800 or 2.3%).

In December 2014, foreign employment totalled 1,355,700 or 1,133,200 excluding FDW. Of every three persons in employment (excluding FDW), two were locals (66.7%) and one was a foreigner (33.3%).

Table 2: Employment Change By Residential Status And Industry

	Employment Change											In Thousands Employment Level
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	Dec-14
Overall												
Total	71.4	113.3	176.0	234.9	221.6	37.6	115.9	122.6	129.1	136.2	130.1	3,623.9
Total (excl FDW)	66.4	105.5	168.0	223.5	213.4	32.9	110.6	117.7	125.8	131.3	122.1	3,401.4
Local	49.9	63.5	90.9	90.4	64.7	41.8	56.2	37.9	58.7	82.9	96.0	2,268.2
Foreign	21.5	49.8	85.1	144.5	156.9	-4.2	59.7	84.8	70.4	53.3	34.0	1,355.7
Foreign (excl FDW)	16.5	42.0	77.1	133.1	148.7	-8.9	54.4	79.8	67.1	48.4	26.0	1,133.2
Manufacturing												
Total	27.0	29.1	41.6	49.3	19.5	-43.9	-0.8	3.4	11.4	5.3	-4.4	536.0
Local	7.4	9.7	11.0	7.3	-4.6	-9.5	-0.1	-2.8	2.1	0.9	1.1	259.6
Foreign	19.6	19.4	30.6	42.0	24.1	-34.3	-0.7	6.1	9.4	4.4	-5.4	276.4
Construction												
Total	-9.1	8.7	20.5	40.4	64.0	24.0	3.4	22.0	39.1	35.2	14.3	491.4
Local	-1.6	2.2	5.3	4.4	5.2	4.3	-0.4	2.4	4.2	3.7	4.6	122.7
Foreign	-7.5	6.5	15.2	36.0	58.9	19.7	3.8	19.6	34.9	31.6	9.7	368.7
Services												
Total	54.9	73.8	112.7	143.1	136.4	58.6	112.6	96.1	77.0	94.1	119.7	2,569.7
Total (excl FDW)	49.9	65.9	104.7	131.7	128.2	53.9	107.3	91.1	73.8	89.3	111.7	2,347.2
Local	45.7	50.4	73.7	77.2	63.1	48.2	56.3	37.5	51.0	77.1	90.1	1,863.7
Foreign	9.2	23.4	39.0	65.9	73.4	10.4	56.2	58.6	26.1	17.0	29.5	706.0
Foreign (excl FDW)	4.2	15.6	31.0	54.5	65.2	5.7	50.9	53.7	22.8	12.1	21.5	483.5

Notes:

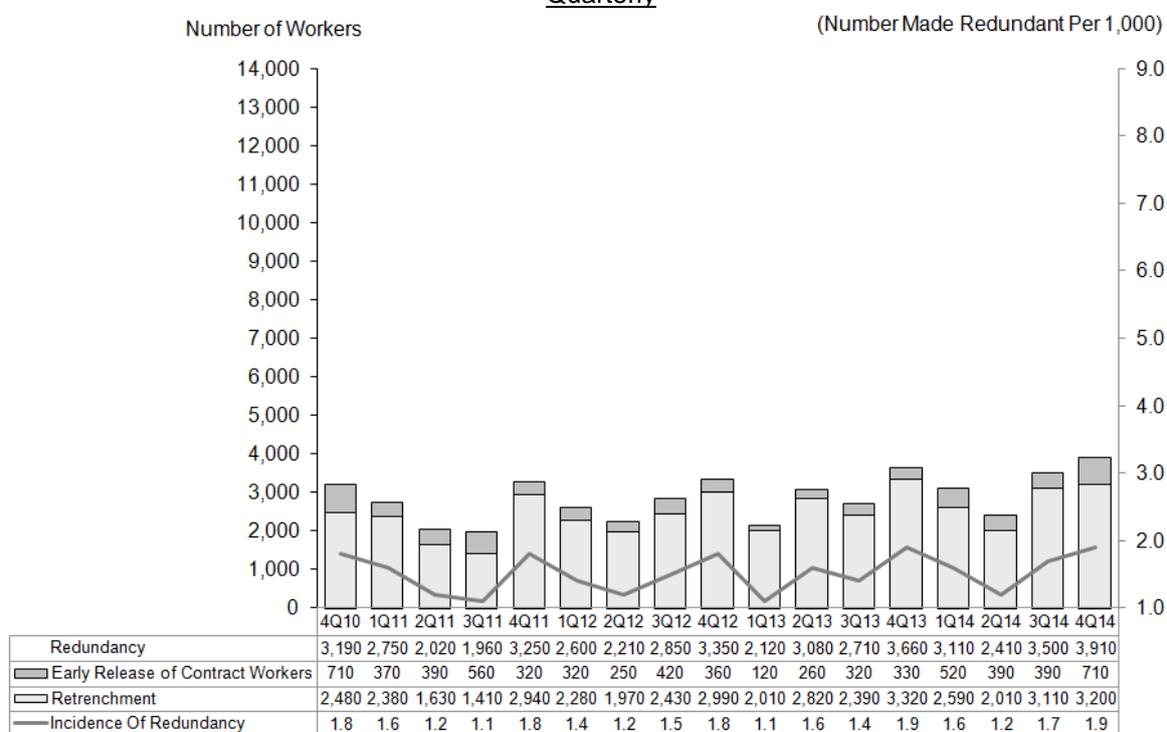
- (1) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (2) Data may not add up to the total due to rounding.
- (3) 'excl FDW' refers to excluding foreign domestic workers.
- (4) The industries are classified based on SSIC 2010 from 2009 onwards and based on SSIC 2005 before 2009.

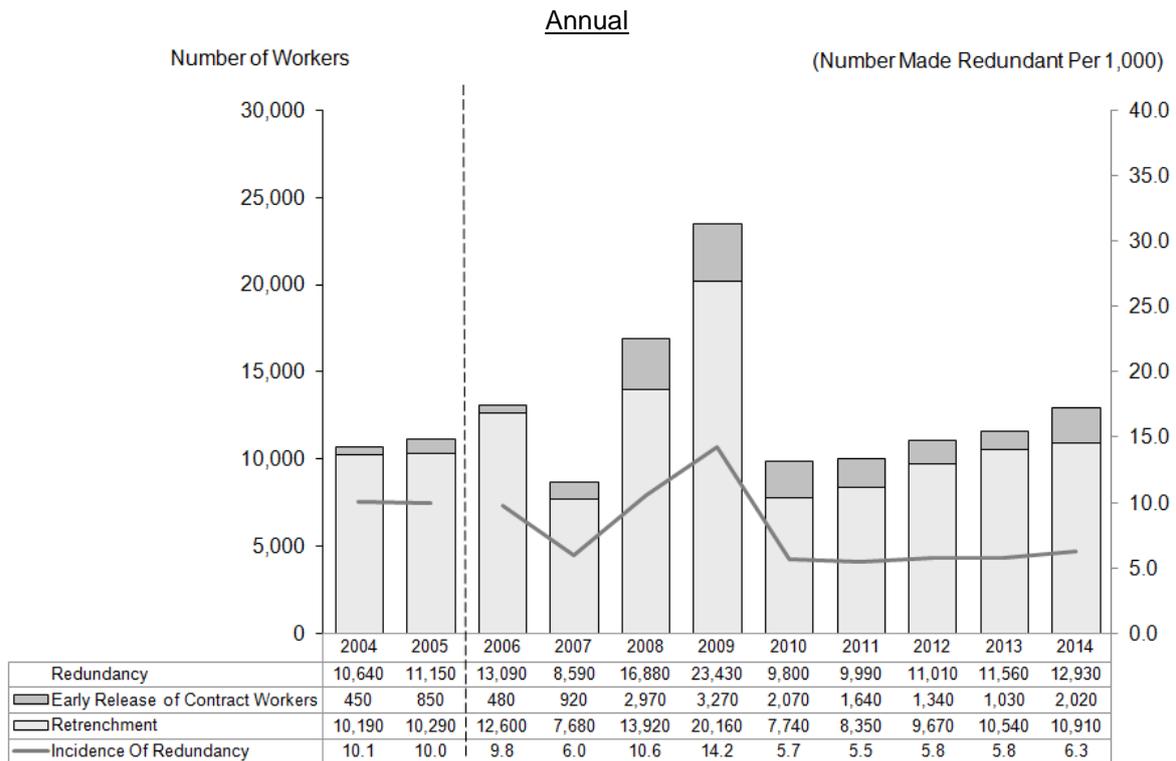
Redundancy

Redundancy rose in fourth quarter, amid on-going business restructuring

Some 3,910 workers were made redundant in the fourth quarter of 2014, up from 3,500 workers in the preceding quarter and 3,660 in the fourth quarter of 2013. Cumulatively, more workers were laid off in 2014 (12,930) than in 2013 (11,560). After taking into account the workforce size, the incidence of redundancy rose from 5.8 workers made redundant for every 1,000 employees to 6.3 workers in 2014. The increase in layoffs was mainly due to services (from 5,430 to 7,260) and construction (from 1,120 to 1,690), which more than offset the decline in layoffs in manufacturing (from 5,000 to 3,970).

Chart 9: Redundancy
Quarterly

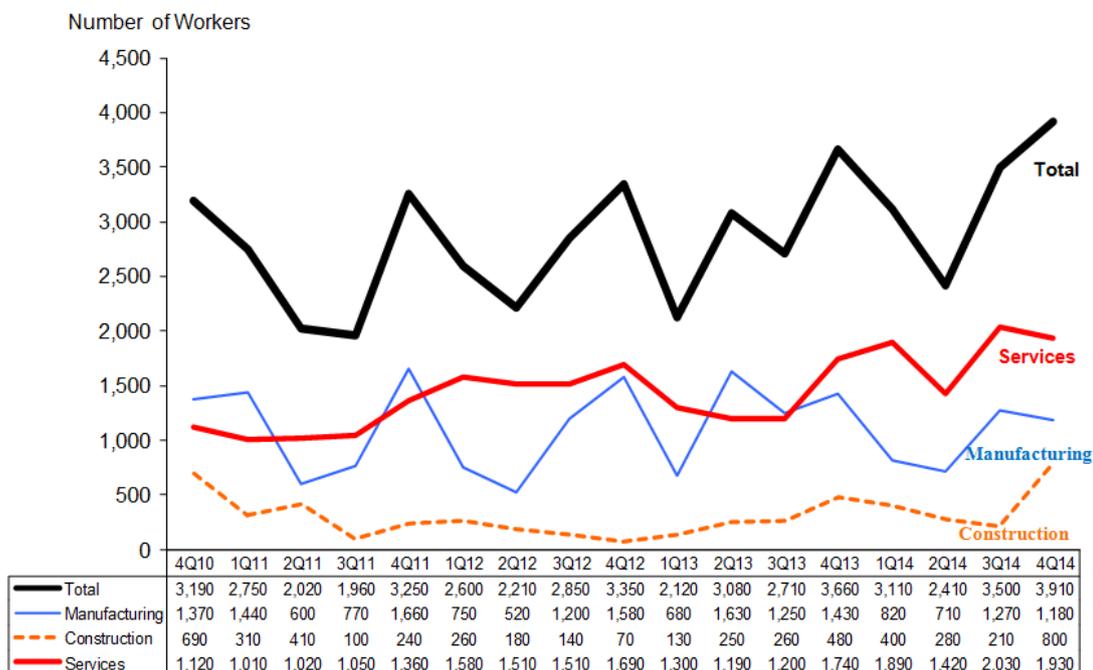




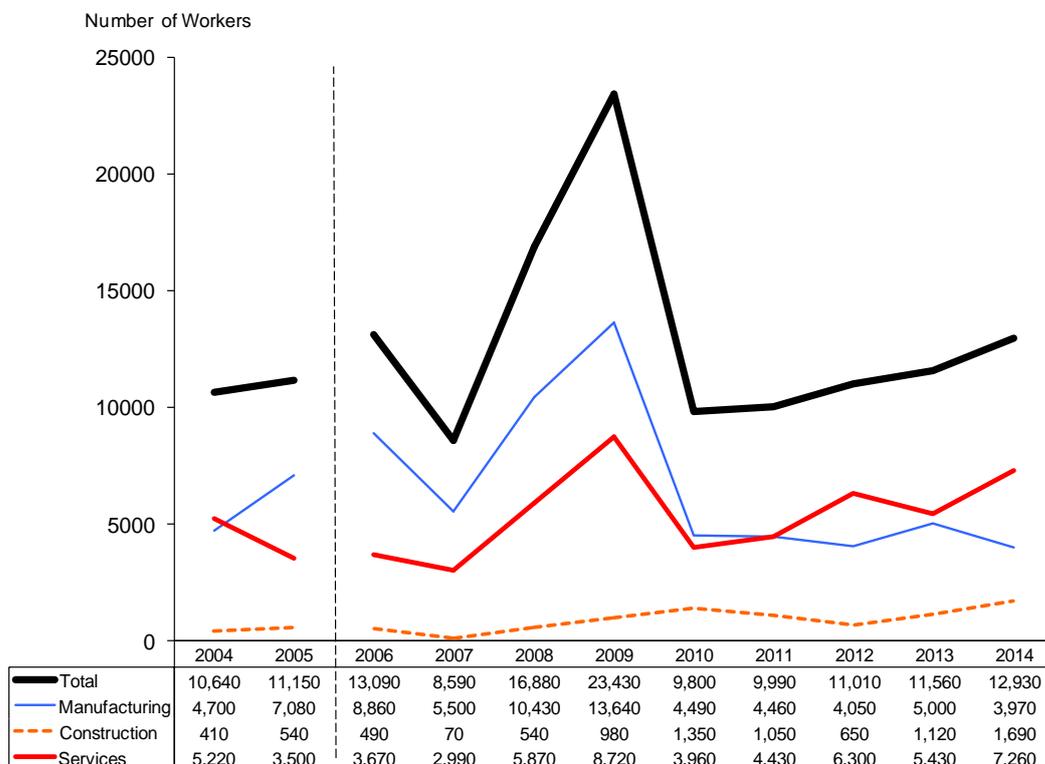
Notes:

- (1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Chart 10: Redundancy By Sector
Quarterly



Annual



Notes:

- (1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Largely reflecting the composition of the workforce, close to two in three (63%) of residents laid off were aged 40 & over. Another 27% were in their 30s while just one in ten (9.5%) were aged below 30.

Professionals, managers, executives and technicians (PMETs) made up two-thirds (66%) of residents laid off in 2014, while the remaining share was almost evenly divided between clerical, sales & service workers (17%) and production & related workers (17%).

Table 3: Profile Of Residents Made Redundant

Characteristics	Per Cent Residents Made Redundant, 2014
Total	100.0
<u>Sex</u>	
Males	52.7
Females	47.3
<u>Age Group</u>	
Below 30	9.5
30 – 39	27.2
40 & Over	63.3
<u>Educational Attainment</u>	
Below Secondary	14.6
Secondary	18.2
Post Secondary (Non-Tertiary)	6.3
Diploma & Professional Qualification	19.6
Degree	41.3
<u>Occupational Group</u>	
Professionals, Managers, Executives & Technicians	65.6
Clerical, Sales & Service Workers	17.3
Production & Transport Operators, Cleaners & Labourers	17.1

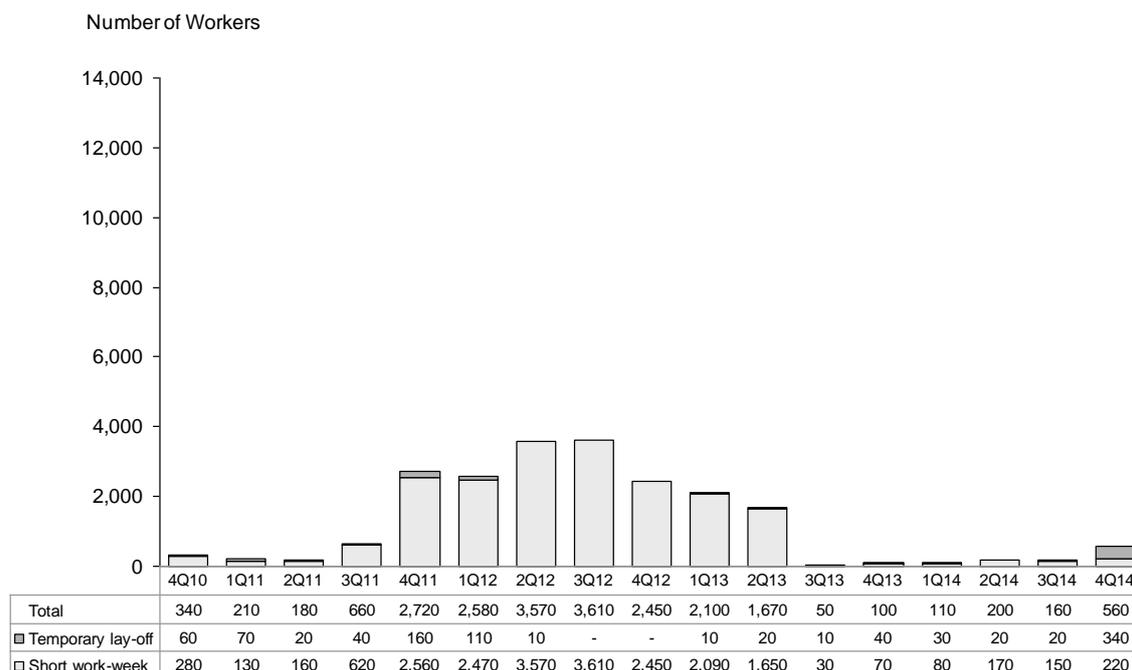
Notes:

- (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 the total due to rounding.

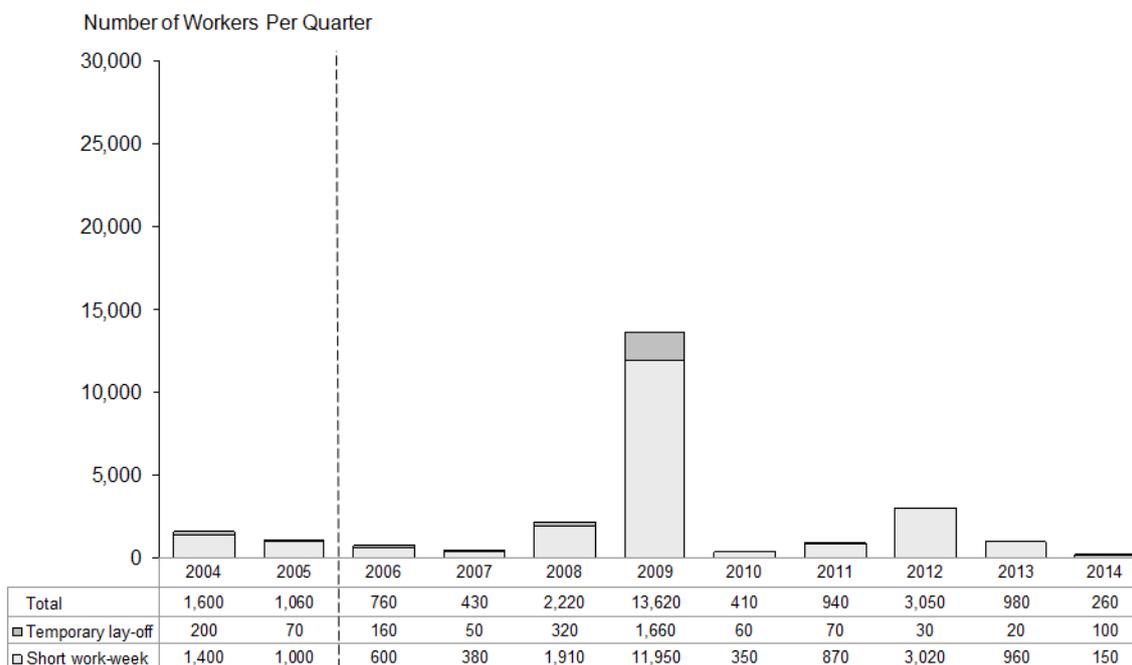
More workers were placed on short work-week or temporary layoff in the fourth quarter of 2014 (560) compared to the preceding quarter (160). Notwithstanding the latest increase, the average number of workers placed on short work-week/temporary layoff per quarter in 2014 (260) was lower than in 2013 (980). Among the workers affected, three in five were placed on short work-week while two in five were laid off temporarily in 2014.

In 2014, workers on short work-week or temporary layoff were mainly from manufacturing (49%), followed by construction (38%) and services (12%). Four in five (80%) were production and related workers, followed by PMETs (16%) and clerical, sales & service workers (4.3%).

Chart 11: Number Of Workers On Short Work-week Or Temporary Layoff
Quarterly



Annual



-: nil or negligible.

Notes:

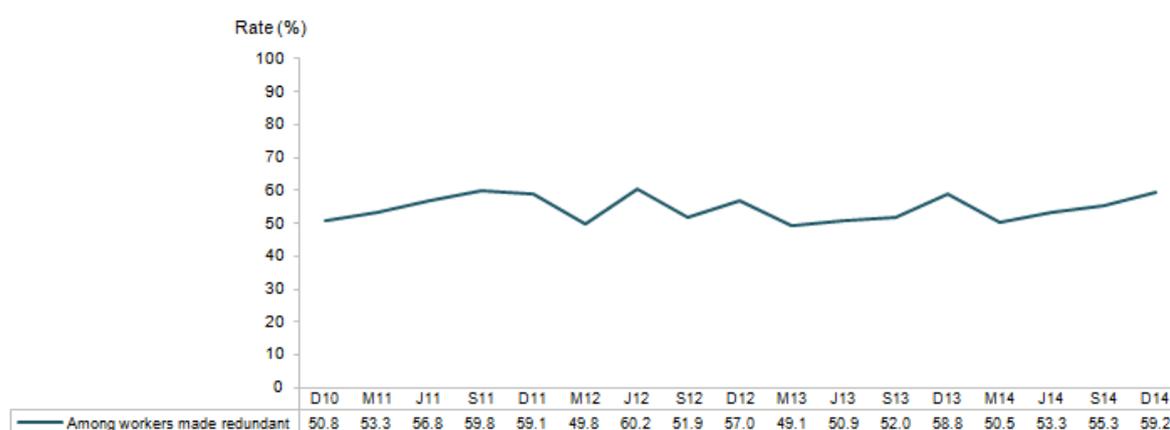
- (1) Before 2006, data pertain to private sector establishments each with at least 25 employees. From 2006 onwards, data also include the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Re-entry Into Employment⁵

Rate of re-entry into employment continued to improve

The rate of re-entry into employment within six months of redundancy improved for the third consecutive quarter. Based on CPF records, 59% of residents made redundant in the third quarter of 2014 secured employment by December 2014, up from 55% experienced by the previous cohort (laid off in the second quarter of 2014) in September 2014.

Chart 12: Rate Of Re-entry Into Employment Of Residents Made Redundant (Within Six Months Of Redundancy)

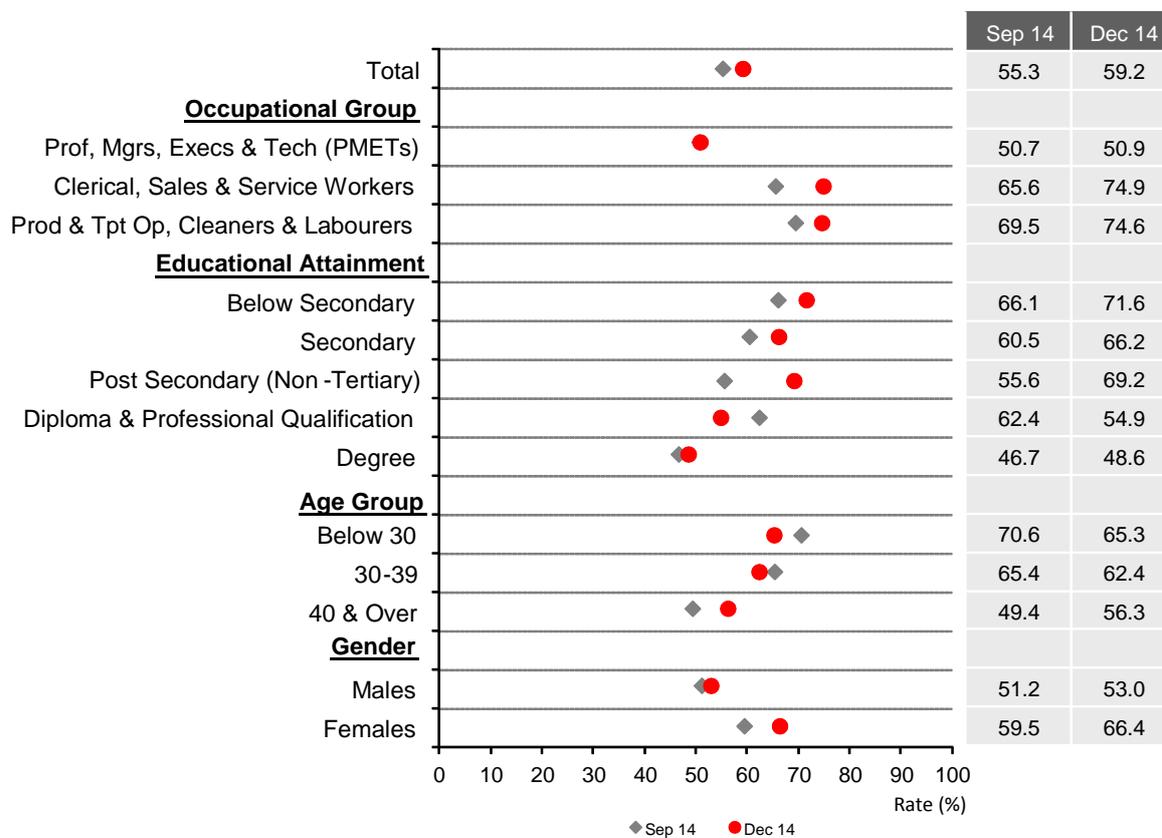


Note: Data refer to re-entry rates as at end of quarter for residents made redundant in the previous quarter.

Residents displaced from all occupational groups had increased rates of re-entry into employment, with more pronounced improvement for clerical, sales & service workers in December 2014.

⁵ 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.

Chart 13: Rate Of Re-entry Into Employment Of Residents Made Redundant
(Within Six Months Of Redundancy)



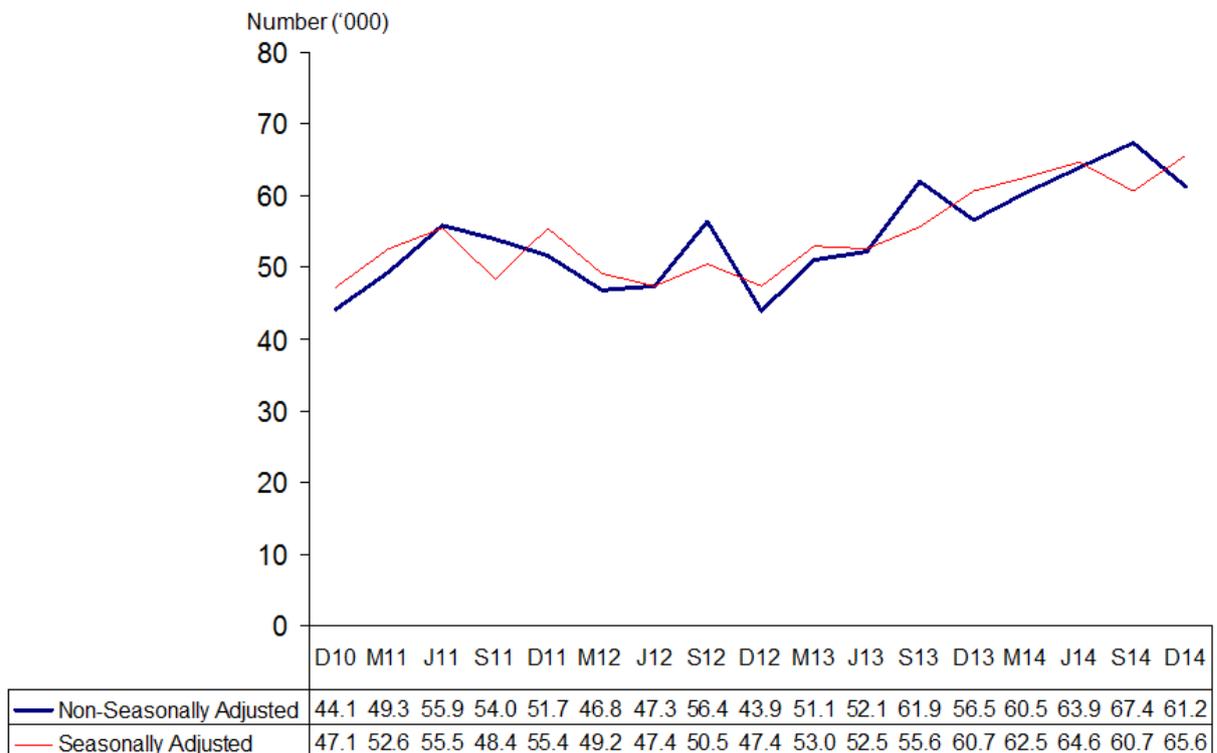
Note: Data refer to the proportion of residents who were made redundant by private sectors establishments (each with at least 25 employees) and the public sector in the second quarter of 2014/ third quarter of 2014 who re-entered employment by September 2014 / December 2014 respectively.

Job Vacancy

Job openings to job seekers ratio edged up

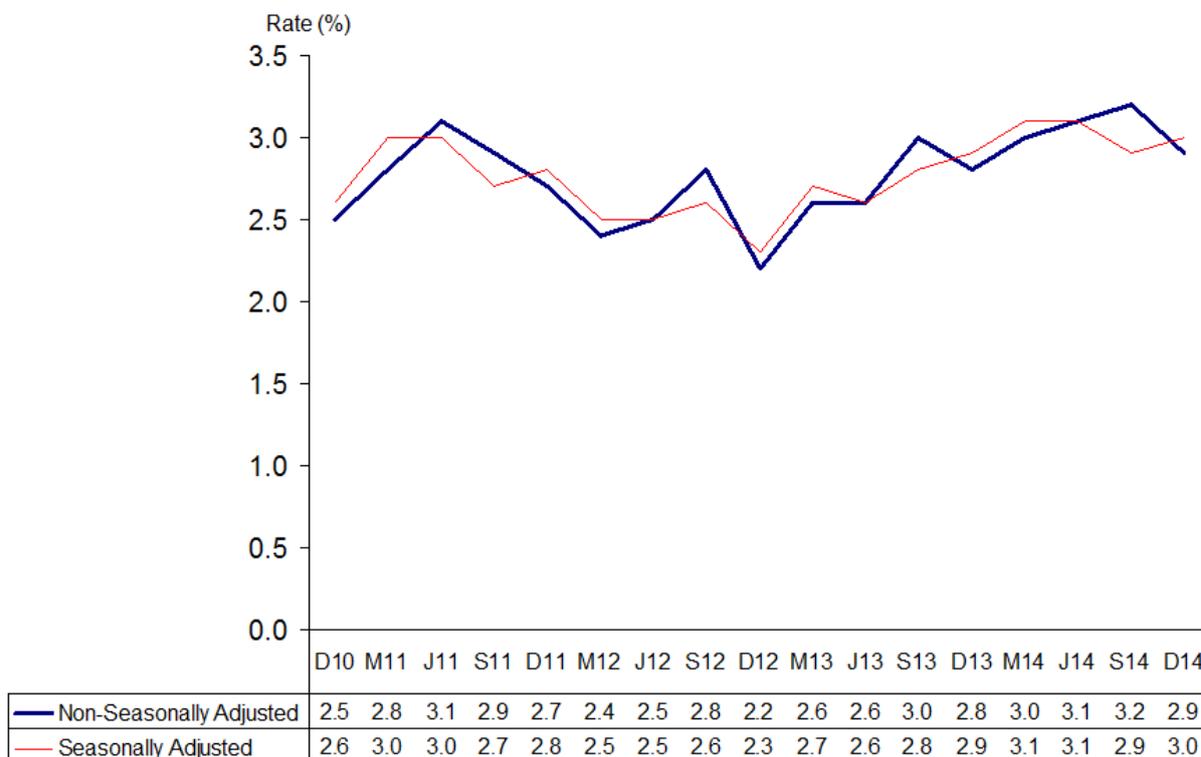
The seasonally adjusted vacancies rose 8.0% over the quarter to 65,600 vacancies in December 2014. On a non-seasonally adjusted basis, there were 61,200 vacancies representing 2.9% of total manpower demand in December 2014, higher than 56,500 or 2.8% a year ago.

Chart 14: Job Vacancy



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

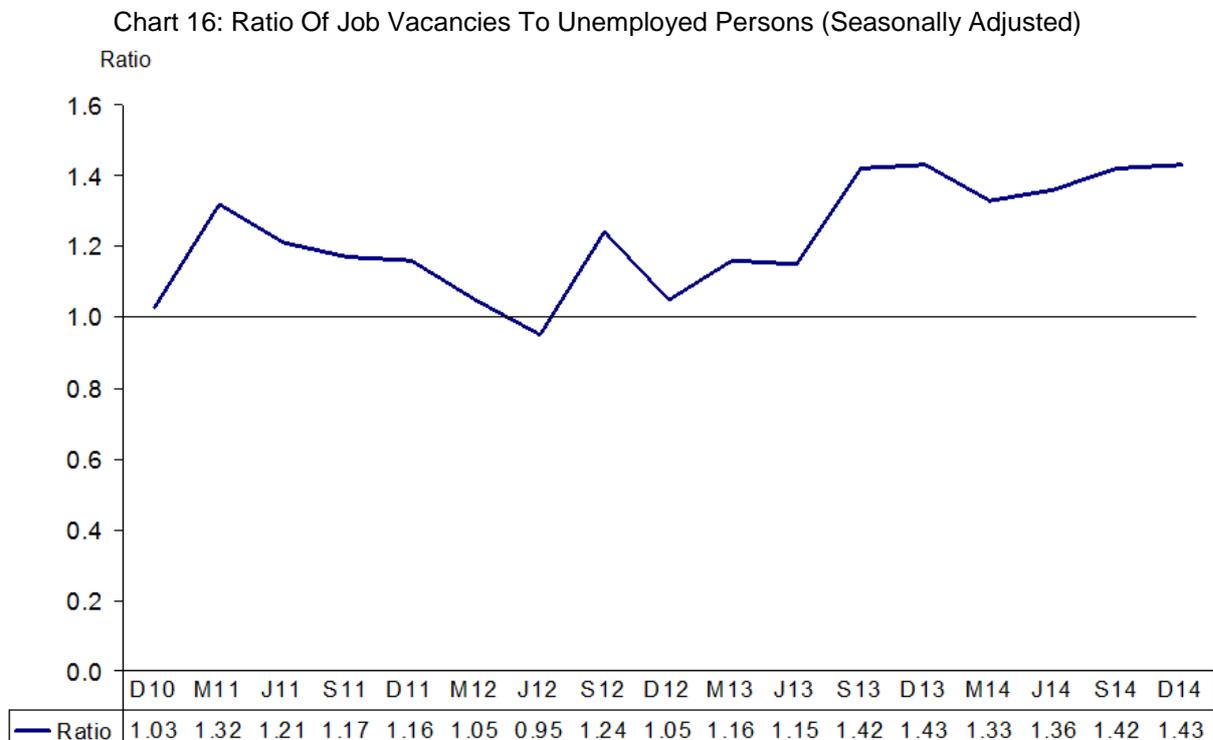
Chart 15: Job Vacancy Rate



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

Openings were available across all skill levels. Almost half (47% or 28,600) of the vacancies in December 2014 were for PMETs, followed by clerical service & sales workers (28% or 17,300) and production, transport operators, cleaners & labourers (25% or 15,300).

With the decline in job seekers, the seasonally adjusted ratio of job vacancies to unemployed persons edged up to 143 job openings per 100 job seekers in December 2014 from 142 in September 2014.



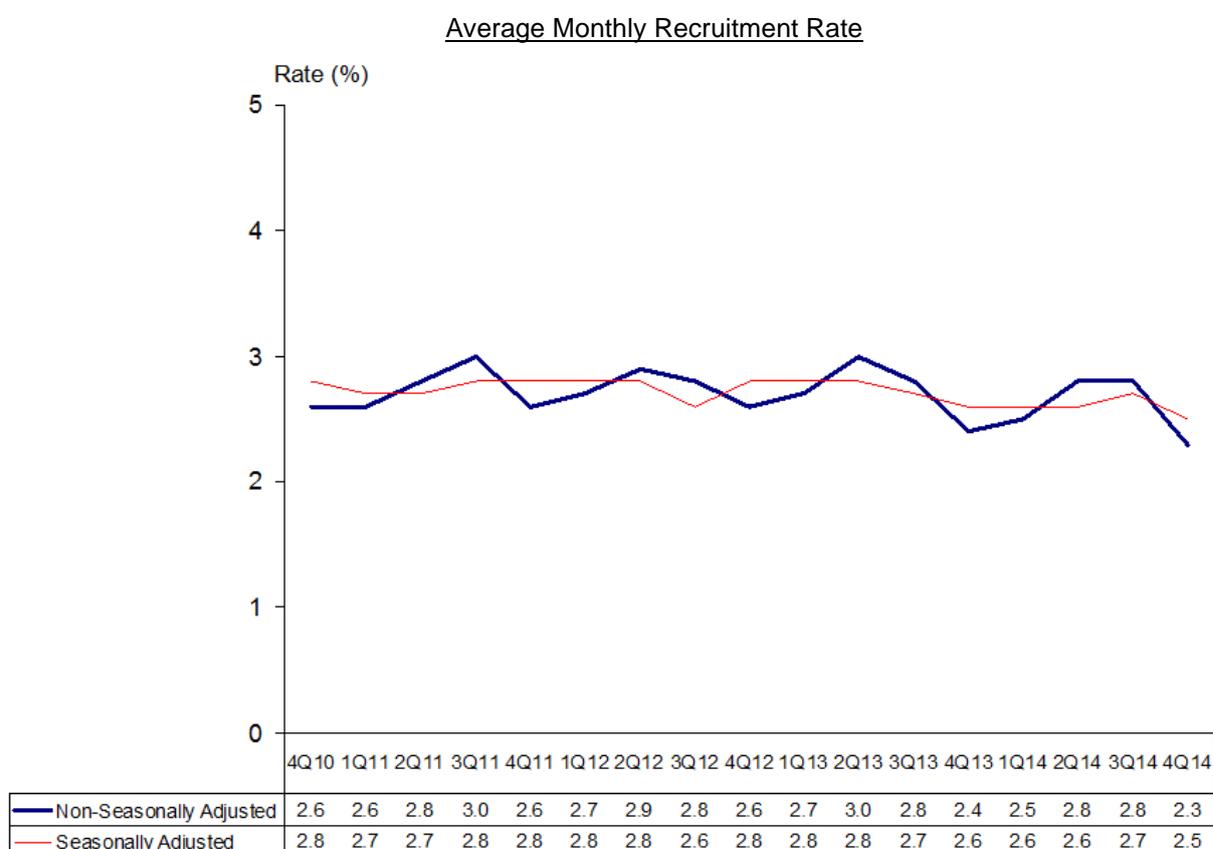
Note: Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees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

Labour Turnover

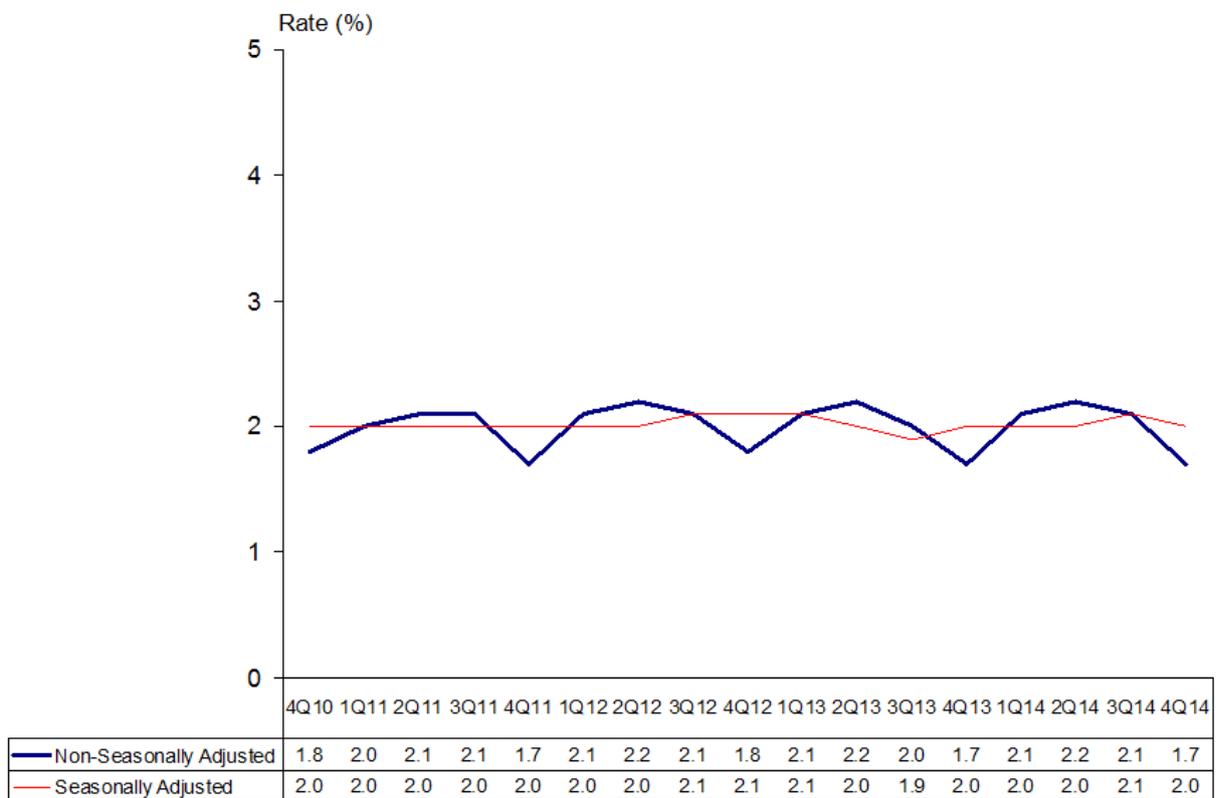
Labour turnover declined

Labour turnover fell as the seasonally adjusted average monthly recruitment and resignation rates edged down by 0.2%-point and 0.1%-point over the quarter to 2.5% and 2.0% respectively in the fourth quarter of 2014. On a non-seasonally adjusted basis, recruitment and resignation rates averaged 2.6% and 2.0% respectively in 2014.

Chart 17: Average Monthly Recruitment And Resignation Rates



Average Monthly Resignation Rate



Notes:

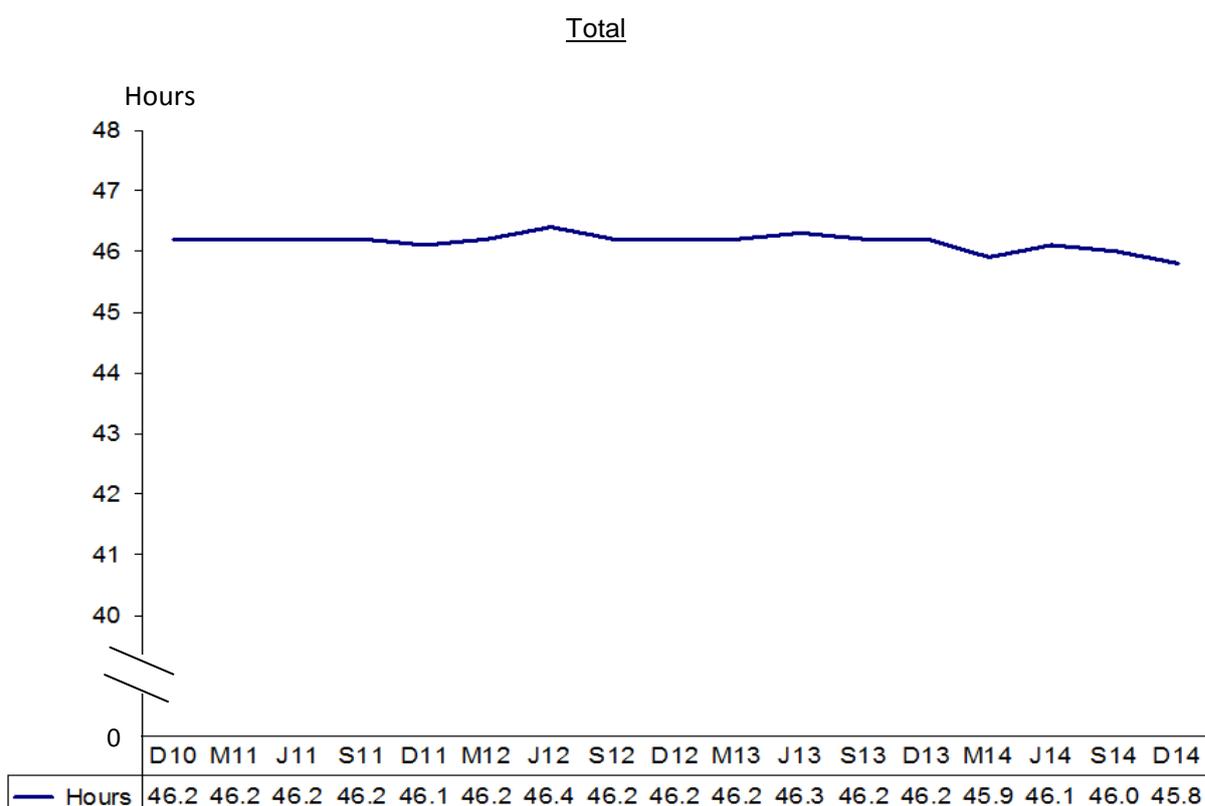
- (1) Data pertain to private establishment (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of person who resigned / who were recruited in a month divided by the average number of employees in the establishment.

Hours Worked

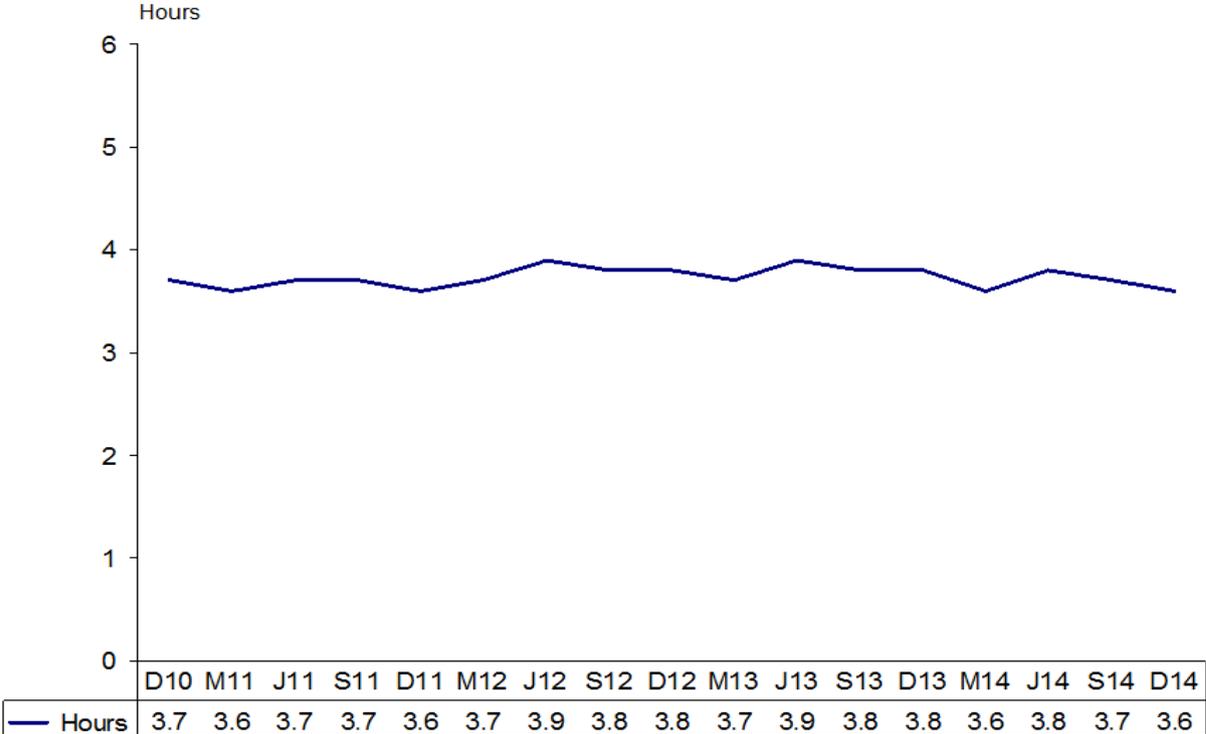
Paid hours worked per employee dipped slightly

Both the average total weekly paid hours (45.8 hours) and paid overtime hours (3.6 hours) worked per employee declined in December 2014, compared with the previous quarter (total: 46.0; overtime: 3.7) and a year ago (total: 46.2; overtime: 3.8).

Chart 18: Average Weekly Paid Hours Worked Per Employee



Overtime



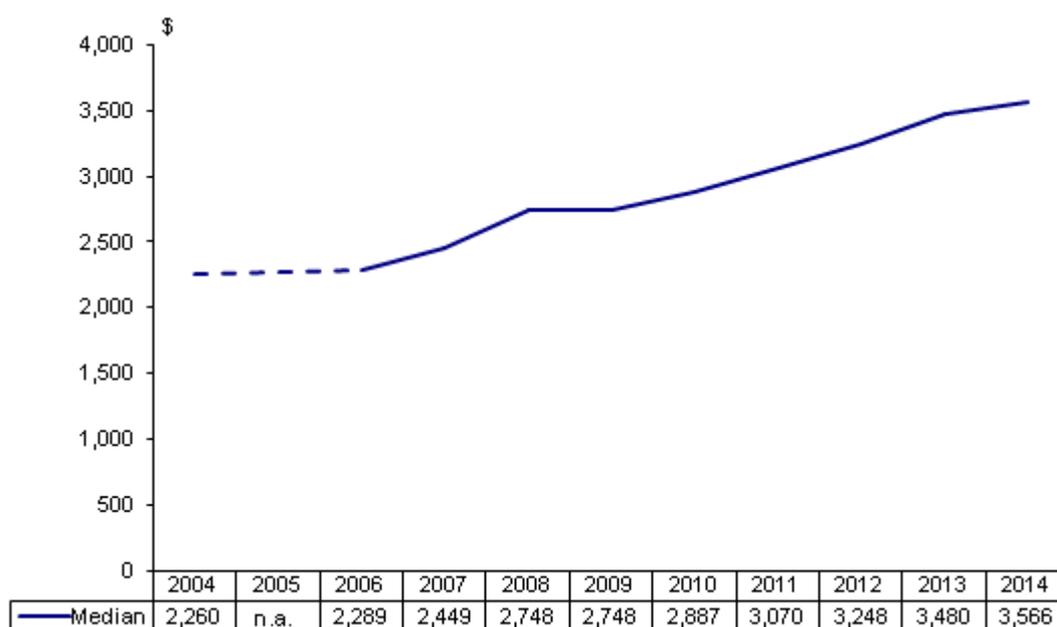
Note: Data pertain to private establishments (each with at least 25 employees) and the public sector.

Income from Work

Real income continued to grow

Real income continued to rise on the back of sustained increases in nominal income, although the pace of growth moderated from the exceptionally high increase⁶ a year ago. The nominal median monthly income from work of full-time employed citizens (including employer CPF contributions) rose over the year by 2.5% to \$3,566 in June 2014, lower than the gains of 7.1% in the preceding year. After adjusting for inflation using the Consumer Price Index (CPI) for all items,⁷ the real median income grew by 1.4% in 2014, compared with 4.7% in 2013.⁸

Chart 19: Median Gross Monthly Income From Work Of Full-Time Employed Singapore Citizens, 2004 To 2014 (June)



Source: Comprehensive Labour Force Survey, MOM

Notes:

- (1) Income from work includes employer CPF contributions for employees.
- (2) Data exclude full-time National Servicemen.
- (3) n.a. – Not available. The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.

⁶ Income growth was higher than average in 2013, partly pulled up by the initial effect of the Wage Credit Scheme launched in 2013 which could have encouraged employers to give bigger wage increments.

⁷ The Consumer Price Index for all items rose over the year by 1.0% in 2014, compared with the increase of 2.4% in 2013.

⁸ Real income growth adjusted using CPI less imputed rentals on owner-occupied accommodation, which relates more directly to the actual spending of households, was 1.2% in 2014 compared with 5.2% in 2013.

Sustained increase in median income over the past five years; income growth of lower income earners broadly kept pace with that at the middle

Although growth varied from one year to another, there was a sustained increase in median income over the last five years. The median income (including employer CPF contributions) of full-time employed citizens rose by 30% from \$2,748 in 2009 to \$3,566 in 2014, or 5.3% p.a. After adjusting for inflation using CPI for all items, real median income grew by 11% or 2.1% p.a. over the recent five years.

Boosted by on-going initiatives to raise the incomes of low-wage workers, income growth at the 20th percentile was broadly similar to the median income growth in the recent five years. Income (including employer CPF contributions) at the 20th percentile of full-time employed citizens rose by 26% from \$1,468 in 2009 to \$1,856 in 2014 in nominal terms, or 4.8% p.a.⁹ The increase after adjusting for inflation was 8.0% or 1.5% p.a.

Table 4: Change In Gross Monthly Income From Work Of Full-Time Employed Singapore Citizens, 2009 To 2014 (June)

	Nominal		Real*	
	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)
Median (50th Percentile)	29.8	5.3	10.8	2.1
			(12.9)	(2.5)
20th Percentile	26.4	4.8	8.0	1.5
			(10.0)	(1.9)

Source: Comprehensive Labour Force Survey, MOM

Notes:

- (1) Income from work includes employer CPF contributions for employees.
- (2) Data exclude full-time National Servicemen.
- (3) * – Deflated by Consumer Price Index for all items at 2014 prices (2014 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2014 prices (2014 = 100).

The time series on gross monthly income from work of full-time employed Singapore citizens at the median and 20th percentile is in the [Statistical Updates](#).

⁹ As the data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years). Studying income at the 20th percentile level over longer periods allows for more meaningful analysis of the income growth, as the year-on-year volatility in the data gets smoothed out.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2012	2013	2014	2013	2014			
				Dec	Mar	Jun	Sep	Dec
TOTAL	2.8	2.8	2.7	2.3	2.7	3.7	2.3	2.2
				(2.7)	(2.9)	(2.8)	(2.8)	(2.6)
GENDER								
Males	2.7	2.7	2.7	2.3	2.6	3.5	2.3	2.2
Females	3.1	2.9	2.9	2.3	2.9	4.1	2.4	2.3
AGE GROUP (YEARS)								
Below 30	5.1	5.2	5.2	4.3	4.4	7.2	4.3	4.7
30 - 39	2.2	2.2	2.2	1.6	2.4	3.1	1.7	1.7
40 & Over	2.3	2.2	2.2	1.9	2.3	2.9	1.9	1.6
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.6	2.4	2.5	2.3	2.8	3.5	1.8	1.8
Secondary	2.9	2.9	2.8	2.4	2.9	3.8	2.3	2.2
Post-Secondary (Non-Tertiary)	3.5	3.5	2.7	3.4	2.5	3.9	2.0	2.5
Diploma & Professional Qualification	2.8	2.7	2.9	1.8	2.9	3.6	2.6	2.4
Degree	2.7	2.8	2.9	2.2	2.5	3.9	2.7	2.4

() 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	2012	2013	2014	2013	2014				
				Dec	Mar	Jun	Sep	Dec	
				TOTAL	60.0	59.8	61.2	50.4	59.3
				(58.2)	(62.5)	(60.9)	(62.5)	(60.0)	
GENDER									
Males	31.2	32.1	31.8	27.8	30.9	41.6	27.6	27.2	
Females	28.8	27.7	29.4	22.6	28.4	40.2	25.1	24.0	
AGE GROUP (YEARS)									
Below 30	21.1	21.3	22.1	18.2	18.1	29.5	19.1	21.6	
30 - 39	11.9	11.2	11.5	8.5	12.2	15.5	9.1	9.0	
40 & Over	27.1	27.3	27.7	23.7	29.0	36.7	24.4	20.7	
HIGHEST QUALIFICATION ATTAINED									
Below Secondary	11.9	10.7	11.1	10.4	12.2	14.8	8.5	8.8	
Secondary	12.4	11.9	11.6	10.3	12.9	14.7	9.4	9.3	
Post-Secondary (Non-Tertiary)	7.7	7.9	6.4	7.3	5.5	9.9	4.6	5.7	
Diploma & Professional Qualification	11.1	10.7	12.1	7.5	12.2	15.2	10.7	10.2	
Degree	17.0	18.6	20.1	14.9	16.5	27.2	19.4	17.2	

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

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	2012	2013	2014	2013	2014			
				Dec	Mar	Jun	Sep	Dec
TOTAL	12.6	13.4	12.1	12.1	12.9	13.9	10.8	10.6
GENDER								
Males	7.4	8.3	7.5	7.9	8.8	8.1	6.7	6.6
Females	5.2	5.1	4.5	4.2	4.1	5.8	4.1	4.1
AGE GROUP (YEARS)								
Below 30	2.3	2.4	2.0	2.4	1.8	2.4	1.9	1.9
30 - 39	2.4	2.7	1.8	2.4	2.3	2.1	1.2	1.7
40 & Over	8.0	8.3	8.2	7.4	8.7	9.4	7.8	7.1
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.5	2.1	2.2	1.4	2.6	2.4	2.2	1.7
Secondary	2.7	2.3	2.2	1.8	2.7	2.5	2.2	1.3
Post-Secondary (Non-Tertiary)	1.5	1.6	1.2	2.1	1.5	1.4	0.4	1.5
Diploma & Professional Qualification	2.1	2.5	2.1	2.0	2.3	1.8	2.1	2.1
Degree	3.8	5.1	4.3	4.9	3.7	5.7	3.9	4.1

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 Dec 2014
	2012	2013	2014	2013	2014				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	129.1	136.2	130.1	40.6	28.3	27.7	33.4	40.7	3 623.9
C10-32 MANUFACTURING	11.4	5.3	-4.4	0.9	-1.4	-2.1	0.5	-1.4	536.0
C10-12 Food, Beverages & Tobacco	1.8	2.1	2.0	1.0	0.4	0.6	0.7	0.4	42.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.0	-1.3	-0.6	-0.2	0.1	-0.1	-0.2	-0.4	37.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	11.1	1.4	-3.1	1.2	-0.4	-1.4	-0.2	-1.0	62.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.7	0.7	0.3	0.4	0.2	0.7	-0.1	-0.5	109.2
C26 Electronic, Computer & Optical Products	-3.1	-2.5	-0.9	-0.6	-1.4	-0.5	0.9	0.1	89.0
C29-30 Transport Equipment	0.5	4.1	-3.4	-0.8	-0.4	-1.9	-0.9	-0.1	133.4
Other Manufacturing Industries	0.4	0.8	1.4	-0.1	0.2	0.6	0.3	0.3	62.6
F41-43 CONSTRUCTION	39.1	35.2	14.3	7.6	4.7	4.4	3.7	1.5	491.4
G-U SERVICES	77.0	94.1	119.7	31.8	24.9	25.2	29.4	40.1	2 569.7
G46-47 WHOLESALE AND RETAIL TRADE	10.1	13.1	20.5	8.4	2.3	2.0	5.0	11.1	500.2
G46 Wholesale Trade	3.1	9.2	10.5	2.5	2.5	1.4	2.0	4.6	327.1
G47 Retail Trade	7.0	3.9	10.0	5.9	-0.2	0.6	3.0	6.6	173.0
H49-53 TRANSPORTATION AND STORAGE	8.6	8.8	7.5	1.3	1.9	2.6	1.1	2.0	234.0
H49,5221 Land Transport & Supporting Services	2.5	2.7	2.8	0.5	0.5	0.6	0.9	0.8	90.5
H50,5222, 5225 Water Transport & Supporting Services	0.6	2.2	2.2	0.1	0.4	1.1	0.2	0.5	51.2
H51,5223 Air Transport & Supporting Services	2.1	1.5	-0.3	0.4	-	-0.1	-0.5	0.4	28.8
Other Transportation & Storage Services	3.5	2.5	2.8	0.4	0.9	1.0	0.5	0.3	63.5
I55-56 ACCOMMODATION AND FOOD SERVICES	8.0	9.7	9.1	6.6	-0.1	1.1	2.3	5.9	235.9
I55 Accommodation	1.5	0.4	-0.1	0.6	-0.4	-0.5	1.5	-0.7	35.4
I56 Food & Beverage Services	6.5	9.3	9.2	6.0	0.3	1.6	0.8	6.5	200.5
J58-63 INFORMATION AND COMMUNICATIONS	0.9	8.1	6.4	0.9	1.0	1.4	2.5	1.6	120.0
J58-61 Telecommunications, Broadcasting & Publishing	-0.8	2.8	1.3	0.1	0.3	0.5	0.3	0.3	41.0
J62-63 IT & Other Information Services	1.7	5.4	5.1	0.8	0.7	0.9	2.2	1.3	78.9
K64-66 FINANCIAL AND INSURANCE SERVICES	6.5	4.6	9.3	1.9	2.4	1.3	3.8	1.8	197.0
K64 & 66 (excl.662) Financial Services	5.4	3.9	6.1	1.5	1.9	0.3	2.7	1.2	163.4
K65 & 662 Insurance Services	1.1	0.7	3.2	0.3	0.5	1.0	1.1	0.5	33.6
L68 REAL ESTATE SERVICES	4.8	0.4	6.9	0.7	1.9	1.8	2.7	0.5	95.8
M69-75 PROFESSIONAL SERVICES	9.0	14.9	14.0	1.3	3.0	4.0	4.5	2.4	236.3
M69-70 Legal, Accounting & Management Services	2.7	7.8	8.1	0.5	1.4	2.2	2.8	1.7	114.2
M71 Architectural & Engineering Services	3.6	4.0	0.3	0.4	0.3	0.1	0.5	-0.6	64.8
Other Professional Services	2.7	3.2	5.5	0.4	1.3	1.6	1.3	1.3	57.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	8.7	11.4	13.6	3.2	1.9	5.3	0.9	5.4	200.9
N80 Security & Investigation	2.3	1.3	2.6	-0.1	0.7	0.6	0.9	0.4	40.2
N81 Cleaning & Landscaping	3.7	3.0	3.3	1.0	-0.8	1.9	1.0	1.2	50.3
Other Administrative & Support Services	2.7	7.1	7.7	2.3	2.0	2.9	-0.9	3.7	110.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	20.4	23.1	32.4	7.5	10.7	5.8	6.5	9.5	749.7
O84,P85 Public Administration & Education	9.9	6.3	8.9	1.5	4.5	0.1	1.3	2.9	234.1
Q86-88 Health & Social Services	9.0	8.5	8.5	2.0	2.0	2.6	1.8	2.2	129.4
R90-93 Arts, Entertainment & Recreation	-1.6	-1.2	2.1	0.9	0.4	0.6	0.2	0.9	55.5
S,T,U Other Community, Social & Personal Services	3.0	9.6	12.9	3.1	3.8	2.5	3.2	3.5	330.6
A,B,D,E,V OTHERS*	1.5	1.5	0.5	0.3	0.1	0.1	-0.2	0.5	26.9

* 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							
		2012	2013	2014	2013	2014			
					4Q	1Q	2Q	3Q	4Q
TOTAL		11 010	11 560	12 930	3 660	3 110	2 410	3 500	3 910
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	4 050	5 000	3 970	1 430	820	710	1 270	1 180
C10-12	Food, Beverages & Tobacco	30	40	120	-	50	-	-	70
C17,18,22	Paper / Rubber / Plastic Products & Printing	590	380	150	80	70	20	10	50
C19-21	Petroleum, Chemical & Pharmaceutical Products	240	220	170	170	60	30	40	30
C25,28	Fabricated Metal Products, Machinery & Equipment	750	660	1 330	80	190	180	700	260
C26	Electronic, Computer & Optical Products	1 820	2 490	1 300	910	190	240	190	670
C29-30	Transport Equipment	130	220	460	90	60	70	300	20
	Other Manufacturing Industries	510	980	460	120	200	160	20	80
F41-43	CONSTRUCTION	650	1 120	1 690	480	400	280	210	800
G-U	SERVICES	6 300	5 430	7 260	1 740	1 890	1 420	2 030	1 930
G46-47	WHOLESALE AND RETAIL TRADE	1 830	1 280	2 190	430	460	370	670	700
G46	Wholesale Trade	1 270	1 180	1 490	360	430	360	240	460
G47	Retail Trade	560	100	700	70	30	10	430	240
H49-53	TRANSPORTATION AND STORAGE	280	450	470	160	120	110	130	110
H49,5221	Land Transport & Supporting Services	10	10	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	150	140	210	60	80	80	30	30
H51,5223	Air Transport & Supporting Services	10	100	20	-	10	-	-	10
	Other Transportation & Storage Services	110	200	240	100	40	30	100	70
I55-56	ACCOMMODATION AND FOOD SERVICES	270	220	380	70	270	40	20	50
I55	Accommodation	100	10	240	-	240	-	-	-
I56	Food & Beverage Services	170	210	140	70	30	40	20	50
J58-63	INFORMATION AND COMMUNICATIONS	710	800	790	270	330	140	140	170
J58-61	Telecommunications, Broadcasting & Publishing	340	480	350	180	120	60	90	90
J62-63	IT & Other Information Services	370	330	440	90	220	80	50	90
K64-66	FINANCIAL AND INSURANCE SERVICES	1 380	1 270	1 350	400	250	360	370	360
K64 & 66 (excl.662)	Financial Services	1 310	1 230	1 280	400	250	340	340	360
K65 & 662	Insurance Services	80	40	60	-	-	20	30	-
L68	REAL ESTATE SERVICES	60	30	90	10	10	50	30	-
M69-75	PROFESSIONAL SERVICES	1 230	960	1 520	240	330	270	460	470
M69-70	Legal, Accounting & Management Services	560	590	1 030	180	250	230	340	210
M71	Architectural & Engineering Services	470	240	350	30	50	20	80	210
	Other Professional Services	200	120	140	30	40	20	40	50
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	300	240	360	80	90	40	190	40
N80	Security & Investigation	20	-	110	-	40	-	70	10
N81	Cleaning & Landscaping	20	10	10	-	10	-	10	-
	Other Administrative & Support Services	260	230	230	80	50	40	110	30
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	240	190	130	80	20	40	20	40
O84,P85	Public Administration & Education	50	30	40	10	10	30	10	-
Q86-88	Health & Social Services	40	10	20	10	-	-	-	20
R90-93	Arts, Entertainment & Recreation	100	40	20	10	-	10	-	10
S,T,U	Other Community, Social & Personal Services	60	120	50	50	20	10	20	10
A,B,D,E,V	OTHERS*	10	10	10	-	-	-	-	-
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	5 960	6 430	6 530	1 810	1 710	1 370	1 660	1 790
	Clerical, Sales & Service Workers	1 480	1 140	1 860	420	430	210	660	570
	Production & Transport Operators, Cleaners & Labourers	3 570	4 000	4 540	1 430	970	830	1 180	1 550

* 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, 2014

Industry (SSIC 2010)		Reasons For Redundancy							Occupational Group			
		Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorgani- sation/ 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
TOTAL		1 590	2 890	5 180	7 170	1 070	940	380	12 930	6 530	1 860	4 540
C10-32 MANUFACTURING		280	590	2 770	1 620	800	180	-	3 970	1 370	270	2 330
C10-12	Food, Beverages & Tobacco	-	-	90	140	-	-	-	120	10	10	90
C17,18,22	Paper / Rubber / Plastic Products & Printing	40	20	160	90	-	-	-	150	40	10	110
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	40	80	100	30	-	-	170	110	10	50
C25,28	Fabricated Metal Products, Machinery & Equipment	90	180	1 410	290	90	170	-	1 330	360	30	930
C26	Electronic, Computer & Optical Products	30	60	770	710	570	-	-	1 300	610	180	510
C29-30	Transport Equipment	120	230	60	130	-	10	-	460	130	10	320
	Other Manufacturing Industries	10	60	210	150	120	-	-	460	120	10	330
F41-43 CONSTRUCTION		750	970	660	120	10	430	-	1 690	130	70	1 500
G-U SERVICES		560	1 330	1 750	5 430	270	320	380	7 260	5 030	1 520	710
G46-47	WHOLESALE AND RETAIL TRADE	220	540	450	1 680	100	20	10	2 190	1 170	820	190
G46	Wholesale Trade	120	300	320	1 130	90	20	10	1 490	1 090	250	150
G47	Retail Trade	100	240	130	540	20	-	-	700	80	570	50
H49-53	TRANSPORTATION AND STORAGE	20	130	60	290	100	30	10	470	220	140	110
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225	Water Transport & Supporting Services	20	40	50	180	-	-	-	210	100	60	50
H51,5223	Air Transport & Supporting Services	-	-	-	20	-	-	-	20	10	10	-
	Other Transportation & Storage Services	-	90	10	90	100	20	10	240	110	70	60
I55-56	ACCOMMODATION AND FOOD SERVICES	30	80	80	40	10	-	260	380	90	220	70
I55	Accommodation	-	-	-	-	-	-	240	240	70	130	40
I56	Food & Beverage Services	30	80	80	40	10	-	10	140	20	90	30
J58-63	INFORMATION AND COMMUNICATIONS	20	110	330	500	20	70	10	790	740	40	10
J58-61	Telecommunications, Broadcasting & Publishing	10	60	150	280	-	-	-	350	320	30	-
J62-63	IT & Other Information Services	10	50	180	220	20	70	10	440	420	10	-
K64-66	FINANCIAL AND INSURANCE SERVICES	40	70	360	1 370	20	60	30	1 350	1 260	80	10
K64 & 66 (excl.662)	Financial Services	40	50	360	1 340	10	60	30	1 280	1 200	70	10
K65 & 662	Insurance Services	-	30	-	30	-	-	-	60	60	-	-
L68	REAL ESTATE SERVICES	-	-	30	40	-	-	30	90	30	10	50
M69-75	PROFESSIONAL SERVICES	180	330	320	1 330	20	30	-	1 520	1 280	80	170
M69-70	Legal, Accounting & Management Services	30	120	250	1 060	10	-	-	1 030	930	50	60
M71	Architectural & Engineering Services	150	190	20	160	-	30	-	350	230	20	110
	Other Professional Services	-	20	50	110	-	-	-	140	120	20	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	30	10	60	160	-	110	20	360	160	120	70
N80	Security & Investigation	-	10	-	70	-	40	-	110	10	100	-
N81	Cleaning & Landscaping	-	-	20	-	-	-	-	10	-	-	10
	Other Administrative & Support Services	30	10	50	90	-	70	20	230	150	20	60
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	40	60	40	-	-	10	130	80	20	30
O84,P85	Public Administration & Education	-	20	10	10	-	-	10	40	40	-	-
Q86-88	Health & Social Services	-	-	30	-	-	-	-	20	20	-	-
R90-93	Arts, Entertainment & Recreation	-	-	20	-	-	-	10	20	10	-	10
S,T,U	Other Community, Social & Personal Services	10	20	10	30	-	-	-	50	20	10	20
A,B,D,E,V OTHERS**		-	-	-	-	-	10	-	10	10	-	-

* Not due to recession.

Source : Labour Market Survey, MOM

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT

RETRENCHED WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

				Number of Workers							
				2013	2014						
				4Q	1Q	2Q	3Q	4Q			
				2012	2013	2014					
TOTAL				9 670	10 540	10 910	3 320	2 590	2 010	3 110	3 200
INDUSTRY (SSIC 2010)											
C10-32	MANUFACTURING			3 710	4 830	3 350	1 350	810	490	1 040	1 000
C10-12	Food, Beverages & Tobacco			10	20	120	-	40	-	-	70
C17,18,22	Paper / Rubber / Plastic Products & Printing			540	360	150	70	70	20	-	50
C19-21	Petroleum, Chemical & Pharmaceutical Products			230	210	160	160	60	30	40	30
C25,28	Fabricated Metal Products, Machinery & Equipment			670	650	1 060	80	190	140	630	100
C26	Electronic, Computer & Optical Products			1 750	2 480	1 290	890	190	240	190	670
C29-30	Transport Equipment			40	150	280	30	60	50	160	10
	Other Manufacturing Industries			480	970	290	120	190	10	20	70
F41-43	CONSTRUCTION			450	710	990	300	160	200	170	460
G-U	SERVICES			5 500	4 980	6 560	1 670	1 610	1 320	1 900	1 730
G46-47	WHOLESALE AND RETAIL TRADE			1 780	1 250	2 090	430	440	360	630	660
G46	Wholesale Trade			1 230	1 150	1 390	360	410	350	210	420
G47	Retail Trade			560	100	700	70	30	10	420	240
H49-53	TRANSPORTATION AND STORAGE			260	320	390	150	100	100	120	70
H49,5221	Land Transport & Supporting Services			-	10	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services			150	120	190	60	70	80	30	30
H51,5223	Air Transport & Supporting Services			10	20	20	-	-	-	-	10
	Other Transportation & Storage Services			100	180	180	90	30	20	90	40
I55-56	ACCOMMODATION AND FOOD SERVICES			230	200	370	70	270	30	20	50
I55	Accommodation			100	10	240	-	240	-	-	-
I56	Food & Beverage Services			140	190	120	70	30	30	20	50
J58-63	INFORMATION AND COMMUNICATIONS			580	750	570	260	190	130	120	140
J58-61	Telecommunications, Broadcasting & Publishing			340	470	350	180	110	60	90	90
J62-63	IT & Other Information Services			240	280	230	80	80	70	30	50
K64-66	FINANCIAL AND INSURANCE SERVICES			1 360	1 250	1 330	400	250	360	360	360
K64 & 66 (excl.662)	Financial Services			1 290	1 220	1 270	400	250	340	340	350
K65 & 662	Insurance Services			80	40	50	-	-	20	30	-
L68	REAL ESTATE SERVICES			30	10	90	10	10	50	30	-
M69-75	PROFESSIONAL SERVICES			870	900	1 410	220	310	260	450	390
M69-70	Legal, Accounting & Management Services			540	590	1 020	180	250	230	340	200
M71	Architectural & Engineering Services			130	180	270	20	30	20	70	150
	Other Professional Services			200	120	130	30	30	20	40	50
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			170	140	220	60	30	20	150	30
N80	Security & Investigation			-	-	80	-	-	-	70	10
N81	Cleaning & Landscaping			20	10	10	-	-	-	10	-
	Other Administrative & Support Services			140	130	130	60	20	20	70	20
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			230	170	100	80	20	20	20	40
O84,P85	Public Administration & Education			50	20	20	10	10	10	10	-
Q86-88	Health & Social Services			40	10	20	10	-	-	-	20
R90-93	Arts, Entertainment & Recreation			100	20	20	10	-	10	-	10
S,T,U	Other Community, Social & Personal Services			50	120	50	50	20	10	20	10
A,B,D,E,V	OTHERS*			10	10	10	-	-	-	-	-
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			5 550	6 110	5 990	1 780	1 500	1 300	1 500	1 690
	Clerical, Sales & Service Workers			1 390	1 040	1 710	410	380	180	630	520
	Production & Transport Operators, Cleaners & Labourers			2 720	3 380	3 210	1 140	700	530	980	990

* 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							
				2013	2014						
				4Q	1Q	2Q	3Q	4Q			
				2012	2013	2014					
TOTAL				1 340	1 030	2 020	330	520	390	390	710
INDUSTRY (SSIC 2010)											
C10-32	MANUFACTURING			340	160	620	90	10	220	230	170
C10-12	Food, Beverages & Tobacco			10	10	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing			50	20	-	-	-	-	-	-
C19-21	Petroleum, Chemical & Pharmaceutical Products			10	10	10	10	-	-	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment			80	20	270	-	-	40	70	150
C26	Electronic, Computer & Optical Products			70	20	-	20	-	-	-	-
C29-30	Transport Equipment			90	70	170	50	-	20	150	10
	Other Manufacturing Industries			30	10	170	-	-	150	-	10
F41-43	CONSTRUCTION			200	410	700	180	240	80	40	340
G-U	SERVICES			800	450	700	70	280	100	130	200
G46-47	WHOLESALE AND RETAIL TRADE			50	40	100	10	20	10	30	30
G46	Wholesale Trade			50	30	100	10	20	10	30	30
G47	Retail Trade			-	-	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE			20	130	80	10	30	10	10	40
H49,5221	Land Transport & Supporting Services			-	-	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services			-	20	10	-	10	-	-	-
H51,5223	Air Transport & Supporting Services			-	80	-	-	-	-	-	-
	Other Transportation & Storage Services			20	20	60	10	10	10	10	30
I55-56	ACCOMMODATION AND FOOD SERVICES			30	20	20	-	-	10	-	-
I55	Accommodation			-	-	-	-	-	-	-	-
I56	Food & Beverage Services			30	20	20	-	-	10	-	-
J58-63	INFORMATION AND COMMUNICATIONS			130	60	210	10	140	10	20	40
J58-61	Telecommunications, Broadcasting & Publishing			-	10	10	-	-	-	-	-
J62-63	IT & Other Information Services			130	40	210	10	140	10	20	40
K64-66	FINANCIAL AND INSURANCE SERVICES			20	10	20	-	-	-	10	10
K64 & 66 (excl.662)	Financial Services			20	10	10	-	-	-	-	10
K65 & 662	Insurance Services			-	-	10	-	-	-	10	-
L68	REAL ESTATE SERVICES			30	20	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES			360	60	110	20	20	-	10	70
M69-70	Legal, Accounting & Management Services			20	-	20	-	-	-	-	10
M71	Architectural & Engineering Services			340	60	90	20	10	-	10	60
	Other Professional Services			-	-	10	-	-	-	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			130	100	140	30	60	20	40	10
N80	Security & Investigation			10	-	40	-	40	-	-	-
N81	Cleaning & Landscaping			-	-	-	-	-	-	-	-
	Other Administrative & Support Services			120	90	100	30	30	20	40	10
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			20	20	30	-	-	20	-	-
O84,P85	Public Administration & Education			-	-	20	-	-	20	-	-
Q86-88	Health & Social Services			-	-	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation			-	10	-	-	-	-	-	-
S,T,U	Other Community, Social & Personal Services			10	-	-	-	-	-	-	-
A,B,D,E,V	OTHERS*			-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			410	320	550	30	210	70	160	110
	Clerical, Sales & Service Workers			80	100	140	10	50	20	30	40
	Production & Transport Operators, Cleaners & Labourers			840	610	1 330	290	270	300	200	570

* 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							
	2012	2013	2014	2013	2014			
				4Q	1Q	2Q	3Q	4Q
<u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	3 050	980	260	100	110	200	160	560
SECTOR								
Manufacturing	1 370	900	130	50	70	160	130	140
Construction	10	20	100	20	30	10	10	340
Services	1 680	70	30	40	10	30	20	80
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 600	180	40	30	20	40	20	80
Clerical, Sales & Service Workers	150	20	10	10	10	20	10	10
Production & Transport Operators, Cleaners & Labourers	1 310	780	210	60	90	140	130	470
<u>WORKERS ON SHORT WORK-WEEK</u>								
TOTAL	3 020	960	150	70	80	170	150	220
SECTOR								
Manufacturing	1 360	890	120	50	70	160	130	120
Construction	-	10	20	10	-	-	-	60
Services	1 670	60	20	10	10	10	20	40
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 590	170	30	-	20	30	20	40
Clerical, Sales & Service Workers	140	20	10	-	10	20	10	10
Production & Transport Operators, Cleaners & Labourers	1 290	770	120	60	60	120	110	170
<u>WORKERS ON TEMPORARY LAY-OFF</u>								
TOTAL	30	20	100	40	30	20	20	340
SECTOR								
Manufacturing	20	10	10	-	-	-	-	20
Construction	-	10	80	10	30	10	10	290
Services	10	10	10	30	-	20	-	40
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	10	10	30	10	-	-	40
Clerical, Sales & Service Workers	-	-	-	10	-	-	-	-
Production & Transport Operators, Cleaners & Labourers	20	10	90	-	30	20	20	300

* 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						
	2013	2014	2013	2014			
			4Q	1Q	2Q	3Q	4Q
TOTAL	52.7	54.6	58.8	50.5	53.3	55.3	59.2
GENDER							
Males	51.2	51.6	56.6	50.9	51.3	51.2	53.0
Females	54.7	57.9	61.7	49.9	55.9	59.5	66.4
AGE GROUP (YEARS)							
Below 30	63.7	66.4	66.9	67.1	62.5	70.6	65.3
30 - 39	59.6	60.0	65.0	54.2	57.8	65.4	62.4
40 & Over	48.0	50.8	54.8	47.0	50.5	49.4	56.3
HIGHEST QUALIFICATION ATTAINED							
Below Secondary	61.4	63.0	59.3	53.8	60.4	66.1	71.6
Secondary	57.8	63.8	71.9	61.0	67.3	60.5	66.2
Post-Secondary (Non-Tertiary)	55.5	60.9	57.9	55.7	63.2	55.6	69.2
Diploma & Professional Qualification	52.8	56.8	59.4	50.2	59.5	62.4	54.9
Degree	47.3	45.6	51.6	43.6	43.3	46.7	48.6
OCCUPATIONAL GROUP PRIOR TO REDUNDANCY							
Professionals, Managers, Executives & Technicians	47.8	48.6	51.6	45.6	47.0	50.7	50.9
Clerical, Sales & Service Workers	61.4	67.1	68.5	57.5	70.6	65.6	74.9
Production & Transport Operators, Cleaners & Labourers	63.7	66.1	70.0	57.8	62.6	69.5	74.6

Notes :

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

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

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2012	2013	2014	2013	2014			
				Dec	Mar	Jun	Sep	Dec
TOTAL	48.6	55.4	63.3	56.5	60.5	63.9	67.4	61.2
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	7.1	7.8	8.5	7.4	8.2	8.9	9.2	7.6
C10-12 Food, Beverages & Tobacco	0.5	0.7	0.8	0.8	0.8	0.5	1.1	0.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	0.5	0.5	0.4	0.5	0.6	0.4	0.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.5	0.5	0.4	0.6	0.5	0.6	0.5
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.0	2.1	1.9	1.8	2.1	2.5	2.0
C26 Electronic, Computer & Optical Products	1.7	1.7	2.1	1.7	2.1	2.6	2.0	1.7
C29-30 Transport Equipment	1.3	1.5	1.7	1.4	1.7	1.8	1.8	1.5
Other Manufacturing Industries	0.6	0.9	0.7	0.7	0.7	0.8	0.8	0.6
F41-43 CONSTRUCTION	3.4	3.8	3.6	3.9	3.5	3.5	3.8	3.6
G-U SERVICES	37.3	43.2	50.7	44.8	48.4	50.9	53.7	49.5
G46-47 WHOLESALE AND RETAIL TRADE	5.9	7.0	7.9	7.2	7.6	7.6	9.1	7.4
G46 Wholesale Trade	3.1	3.5	4.1	3.5	3.8	3.9	4.6	3.9
G47 Retail Trade	2.8	3.4	3.9	3.7	3.8	3.7	4.5	3.5
H49-53 TRANSPORTATION AND STORAGE	3.3	3.8	4.2	3.8	4.1	4.5	4.1	4.1
H49,5221 Land Transport & Supporting Services	0.9	0.9	1.1	1.0	1.1	1.2	1.0	1.1
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.9	0.8	0.6	0.9	1.1	0.6	0.6
H51,5223 Air Transport & Supporting Services	1.1	1.0	0.9	1.1	0.7	0.8	0.9	1.1
Other Transportation & Storage Services	0.9	1.0	1.4	1.1	1.4	1.4	1.5	1.3
I55-56 ACCOMMODATION AND FOOD SERVICES	4.9	6.2	7.4	7.0	6.7	7.0	8.3	7.6
I55 Accommodation	1.1	1.5	1.8	1.6	1.6	1.8	1.9	1.9
I56 Food & Beverage Services	3.8	4.7	5.6	5.4	5.1	5.1	6.4	5.7
J58-63 INFORMATION AND COMMUNICATIONS	1.5	1.7	2.4	2.1	2.3	2.2	2.5	2.6
J58-61 Telecommunications, Broadcasting & Publishing	0.6	0.6	0.6	0.7	0.6	0.6	0.6	0.7
J62-63 IT & Other Information Services	0.9	1.1	1.8	1.4	1.6	1.6	1.9	1.9
K64-66 FINANCIAL AND INSURANCE SERVICES	2.5	2.8	3.8	2.9	3.9	4.1	3.9	3.4
K64 & 66 (excl.662) Financial Services	2.1	2.4	3.4	2.6	3.4	3.6	3.5	3.0
K65 & 662 Insurance Services	0.4	0.4	0.4	0.4	0.5	0.5	0.4	0.4
L68 REAL ESTATE SERVICES	1.8	2.1	2.3	2.0	2.3	2.2	2.5	2.0
M69-75 PROFESSIONAL SERVICES	2.5	2.9	3.5	2.5	3.1	3.0	4.0	4.1
M69-70 Legal, Accounting & Management Services	1.1	1.2	1.9	1.1	1.7	1.5	2.1	2.4
M71 Architectural & Engineering Services	0.8	1.0	0.9	0.7	0.8	0.9	1.2	0.8
Other Professional Services	0.7	0.7	0.7	0.6	0.6	0.6	0.6	0.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.7	4.4	5.4	5.1	5.4	5.3	6.0	5.1
N80 Security & Investigation	1.5	1.6	2.0	1.9	1.9	2.1	2.2	2.0
N81 Cleaning & Landscaping	1.2	1.5	1.8	1.6	1.7	1.8	1.8	1.7
Other Administrative & Support Services	1.0	1.3	1.6	1.6	1.9	1.4	1.9	1.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.2	12.4	13.7	12.3	13.0	15.1	13.4	13.2
O84,P85 Public Administration & Education	6.3	6.5	6.5	6.0	6.4	7.3	6.5	5.9
Q86-88 Health & Social Services	2.5	3.0	4.4	3.6	4.1	5.1	4.3	4.2
R90-93 Arts, Entertainment & Recreation	1.4	1.5	1.5	1.5	1.4	1.5	1.0	2.2
S,T,U Other Community, Social & Personal Services	1.0	1.4	1.2	1.2	1.1	1.2	1.5	0.9
A,B,D,E,V OTHERS*	0.8	0.6	0.5	0.4	0.4	0.5	0.6	0.5
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	20.4	23.5	28.4	24.1	26.4	29.1	29.3	28.6
Clerical, Sales & Service Workers	14.6	15.9	18.4	16.5	17.7	17.8	20.9	17.3
Production & Transport Operators, Cleaners & Labourers	13.5	16.0	16.5	15.9	16.3	17.0	17.3	15.3

* 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			
					2012	2013	2014	2013	2014			
								Dec	Mar	Jun	Sep	Dec
TOTAL					2.5	2.7	3.0	2.8	3.0	3.1	3.2	2.9
INDUSTRY (SSIC 2010)												
C10-32	MANUFACTURING				1.8	1.9	2.1	1.8	2.0	2.2	2.3	1.9
C10-12	Food, Beverages & Tobacco				2.2	2.7	3.0	3.2	3.1	2.0	3.6	3.1
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.6	1.8	2.2	1.7	1.9	2.6	2.1	2.0
C19-21	Petroleum, Chemical & Pharmaceutical Products				1.6	2.0	1.8	1.6	2.0	1.6	1.9	1.7
C25,28	Fabricated Metal Products, Machinery & Equipment				2.1	2.0	2.1	1.9	1.8	2.1	2.5	2.0
C26	Electronic, Computer & Optical Products				1.9	2.0	2.5	2.0	2.5	3.1	2.4	2.0
C29-30	Transport Equipment				1.3	1.5	1.7	1.4	1.7	1.8	1.8	1.5
	Other Manufacturing Industries				1.7	2.3	1.9	1.8	1.9	2.1	2.1	1.5
F41-43	CONSTRUCTION				1.2	1.3	1.2	1.3	1.1	1.2	1.2	1.2
G-U	SERVICES				3.0	3.3	3.7	3.4	3.7	3.8	3.9	3.5
G46-47	WHOLESALE AND RETAIL TRADE				2.7	3.0	3.3	3.1	3.3	3.3	3.8	2.9
G46	Wholesale Trade				2.0	2.2	2.5	2.2	2.5	2.5	2.8	2.3
G47	Retail Trade				4.4	4.9	5.1	4.8	5.0	4.9	6.0	4.5
H49-53	TRANSPORTATION AND STORAGE				2.4	2.6	2.8	2.6	2.9	3.1	2.7	2.6
H49,5221	Land Transport & Supporting Services				3.0	2.9	3.3	3.1	3.5	3.8	3.1	2.8
H50,5222,5225	Water Transport & Supporting Services				1.4	2.5	2.2	1.7	2.4	3.1	1.7	1.5
H51,5223	Air Transport & Supporting Services				3.4	3.1	2.7	3.3	2.2	2.2	2.8	3.5
	Other Transportation & Storage Services				2.1	2.2	3.1	2.5	3.3	3.1	3.3	2.8
I55-56	ACCOMMODATION AND FOOD SERVICES				4.4	5.3	5.9	5.9	5.7	6.0	6.3	5.6
I55	Accommodation				4.8	6.3	7.5	6.5	6.7	7.8	8.0	7.6
I56	Food & Beverage Services				4.2	5.1	5.5	5.8	5.5	5.6	5.9	5.2
J58-63	INFORMATION AND COMMUNICATIONS				2.4	2.8	3.5	3.3	3.5	3.5	3.6	3.6
J58-61	Telecommunications, Broadcasting & Publishing				2.4	2.3	2.3	2.8	2.5	2.4	2.1	2.4
J62-63	IT & Other Information Services				2.5	3.1	4.3	3.7	4.2	4.1	4.5	4.4
K64-66	FINANCIAL AND INSURANCE SERVICES				2.0	2.2	2.9	2.3	3.0	3.1	2.9	2.6
K64 & 66 (excl.662)	Financial Services				1.9	2.1	2.9	2.3	2.9	3.1	3.0	2.6
K65 & 662	Insurance Services				2.8	2.9	2.8	2.3	3.4	2.9	2.5	2.6
L68	REAL ESTATE SERVICES				3.1	3.5	3.9	3.3	3.9	3.7	4.4	3.4
M69-75	PROFESSIONAL SERVICES				2.0	2.2	2.7	1.9	2.4	2.3	2.9	3.0
M69-70	Legal, Accounting & Management Services				1.9	1.9	3.0	1.9	2.7	2.4	3.3	3.6
M71	Architectural & Engineering Services				1.7	2.0	1.9	1.5	1.7	1.9	2.5	1.7
	Other Professional Services				3.0	3.5	3.3	3.4	3.5	3.2	2.8	3.9
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.5	3.8	4.5	4.4	4.6	4.5	4.7	4.1
N80	Security & Investigation				4.3	4.2	5.0	5.0	4.5	5.1	5.5	4.9
N81	Cleaning & Landscaping				3.1	3.7	4.3	4.2	4.5	4.7	4.2	4.0
	Other Administrative & Support Services				2.9	3.5	4.1	4.1	4.8	3.6	4.6	3.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				3.6	3.9	4.1	3.8	4.0	4.6	4.0	3.9
O84,P85	Public Administration & Education				3.9	3.9	3.9	3.6	3.8	4.3	3.9	3.4
Q86-88	Health & Social Services				3.2	3.6	4.8	4.0	4.5	5.5	4.6	4.5
R90-93	Arts, Entertainment & Recreation				3.4	3.8	3.8	3.8	3.5	3.7	2.4	5.3
S,T,U	Other Community, Social & Personal Services				3.3	4.5	4.1	4.1	4.0	4.3	4.8	3.2
A,B,D,E,V	OTHERS*				4.1	3.2	2.5	2.4	2.2	2.4	3.0	2.3
OCCUPATIONAL GROUP												
	Professionals, Managers, Executives & Technicians				2.5	2.7	3.0	2.7	2.9	3.2	3.1	2.9
	Clerical, Sales & Service Workers				3.4	3.8	4.3	4.0	4.2	4.3	4.7	4.1
	Production & Transport Operators, Cleaners & Labourers				1.9	2.2	2.3	2.2	2.3	2.4	2.3	2.1

* 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, 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 (%)
TOTAL	63.3	3.0	28.4	3.0	18.4	4.3	16.5	2.3
C10-32 MANUFACTURING	8.5	2.1	3.7	2.4	0.9	2.8	3.9	1.8
C10-12 Food, Beverages & Tobacco	0.8	3.0	0.1	1.8	0.4	4.7	0.4	2.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	2.2	0.1	2.0	0.1	2.7	0.3	2.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	1.8	0.4	2.0	-	-	0.1	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.1	0.9	2.6	0.2	2.4	1.1	1.8
C26 Electronic, Computer & Optical Products	2.1	2.5	1.4	2.9	0.1	2.4	0.7	2.0
C29-30 Transport Equipment	1.7	1.7	0.6	2.0	0.1	2.1	1.0	1.5
Other Manufacturing Industries	0.7	1.9	0.2	2.0	0.1	1.8	0.4	1.9
F41-43 CONSTRUCTION	3.6	1.2	1.2	1.9	0.2	1.3	2.3	1.0
G-U SERVICES	50.7	3.7	23.2	3.2	17.3	4.6	10.1	3.8
G46-47 WHOLESALE AND RETAIL TRADE	7.9	3.3	2.2	2.2	4.5	4.8	1.3	2.6
G46 Wholesale Trade	4.1	2.5	1.9	2.2	1.2	3.0	1.0	2.5
G47 Retail Trade	3.9	5.1	0.3	2.2	3.3	6.2	0.3	3.2
H49-53 TRANSPORTATION AND STORAGE	4.2	2.8	0.8	1.9	1.1	2.6	2.3	3.5
H49,5221 Land Transport & Supporting Services	1.1	3.3	0.1	2.3	0.1	2.6	0.9	3.7
H50,5222, 5225 Water Transport & Supporting Services	0.8	2.2	0.2	1.5	0.1	1.7	0.5	3.0
H51,5223 Air Transport & Supporting Services	0.9	2.7	0.2	2.1	0.5	2.5	0.2	5.1
Other Transportation & Storage Services	1.4	3.1	0.3	2.3	0.3	3.5	0.8	3.5
I55-56 ACCOMMODATION AND FOOD SERVICES	7.4	5.9	0.8	4.0	4.7	5.8	1.9	8.1
I55 Accommodation	1.8	7.5	0.3	4.3	0.9	8.5	0.6	9.4
I56 Food & Beverage Services	5.6	5.5	0.5	3.8	3.8	5.4	1.3	7.6
J58-63 INFORMATION AND COMMUNICATIONS	2.4	3.5	2.0	3.5	0.3	4.0	0.1	3.5
J58-61 Telecommunications, Broadcasting & Publishing	0.6	2.3	0.5	2.2	0.1	2.6	-	-
J62-63 IT & Other Information Services	1.8	4.3	1.6	4.3	0.2	6.5	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	3.8	2.9	3.4	2.9	0.4	3.0	-	-
K64 & 66 (excl.662) Financial Services	3.4	2.9	3.1	2.9	0.3	2.9	-	-
K65 & 662 Insurance Services	0.4	2.8	0.3	2.8	0.1	3.1	-	-
L68 REAL ESTATE SERVICES	2.3	3.9	0.5	2.6	0.4	4.4	1.3	4.6
M69-75 PROFESSIONAL SERVICES	3.5	2.7	2.8	2.9	0.5	3.3	0.2	1.1
M69-70 Legal, Accounting & Management Services	1.9	3.0	1.5	3.0	0.4	3.5	0.1	1.8
M71 Architectural & Engineering Services	0.9	1.9	0.8	2.4	0.1	2.1	0.1	0.8
Other Professional Services	0.7	3.3	0.6	3.4	0.1	4.2	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.4	4.5	0.9	4.2	2.4	5.0	2.1	4.1
N80 Security & Investigation	2.0	5.0	0.1	3.3	1.9	5.0	0.1	9.9
N81 Cleaning & Landscaping	1.8	4.3	-	-	0.1	3.9	1.7	4.5
Other Administrative & Support Services	1.6	4.1	0.8	4.8	0.5	5.1	0.4	2.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	13.7	4.1	9.8	4.0	3.0	4.5	0.9	4.0
O84,P85 Public Administration & Education	6.5	3.9	5.9	4.0	0.5	3.4	0.1	2.3
Q86-88 Health & Social Services	4.4	4.8	2.9	4.5	1.3	5.8	0.2	4.4
R90-93 Arts, Entertainment & Recreation	1.5	3.8	0.6	4.1	0.7	3.5	0.2	3.9
S,T,U Other Community, Social & Personal Services	1.2	4.1	0.3	2.5	0.5	5.4	0.4	4.9
A,B,D,E,V OTHERS*	0.5	2.5	0.3	2.4	-	-	0.2	2.5

* 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
	2012	2013	2014	2013	2014				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	2.8	2.7	2.6	2.4	2.5	2.8	2.8	2.3	
INDUSTRY (SSIC 2010)									
C10-32 MANUFACTURING	1.9	1.9	1.8	1.6	1.7	1.9	2.0	1.5	
C10-12 Food, Beverages & Tobacco	3.1	3.2	3.1	3.0	2.8	3.0	3.5	3.2	
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.1	1.8	1.8	1.5	2.1	2.0	2.0	1.3	
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.6	1.8	1.8	1.5	1.7	1.7	2.4	1.3	
C25,28 Fabricated Metal Products, Machinery & Equipment	2.2	1.9	1.9	1.7	2.2	1.9	2.0	1.5	
C26 Electronic, Computer & Optical Products	1.6	1.5	1.7	1.1	1.4	2.0	2.1	1.4	
C29-30 Transport Equipment	1.5	1.8	1.3	1.4	1.2	1.4	1.4	1.3	
Other Manufacturing Industries	2.2	2.0	2.0	1.8	1.9	2.3	2.1	1.6	
F41-43 CONSTRUCTION	3.4	3.3	2.6	2.8	2.5	3.1	2.7	2.4	
G-U SERVICES	2.9	2.8	2.8	2.6	2.7	3.0	3.0	2.6	
G46-47 WHOLESALE AND RETAIL TRADE	3.4	3.5	3.1	3.4	3.1	3.6	2.9	3.0	
G46 Wholesale Trade	2.8	2.8	2.4	2.4	2.3	2.8	2.4	2.1	
G47 Retail Trade	4.9	5.1	4.8	5.5	4.7	5.3	4.2	5.1	
H49-53 TRANSPORTATION AND STORAGE	2.3	2.3	2.1	1.9	2.1	2.4	2.3	1.7	
H49,5221 Land Transport & Supporting Services	2.5	2.2	2.1	1.8	2.0	2.3	2.3	1.7	
H50,5222,5225 Water Transport & Supporting Services	2.2	2.3	1.9	1.6	1.5	2.2	2.2	1.5	
H51,5223 Air Transport & Supporting Services	1.7	1.5	1.1	1.5	1.3	1.4	0.9	0.9	
Other Transportation & Storage Services	2.8	3.0	3.1	2.5	3.1	3.5	3.3	2.3	
I55-56 ACCOMMODATION AND FOOD SERVICES	4.6	4.6	4.7	4.9	4.4	4.9	4.8	4.7	
I55 Accommodation	3.5	3.4	3.4	2.6	3.0	3.7	4.0	2.8	
I56 Food & Beverage Services	4.8	4.9	5.0	5.5	4.7	5.2	5.0	5.2	
J58-63 INFORMATION AND COMMUNICATIONS	2.8	2.7	3.0	2.6	2.8	3.0	3.5	2.5	
J58-61 Telecommunications, Broadcasting & Publishing	2.6	2.3	2.5	2.3	2.4	2.5	2.6	2.5	
J62-63 IT & Other Information Services	2.9	3.0	3.3	2.8	3.1	3.4	4.1	2.6	
K64-66 FINANCIAL AND INSURANCE SERVICES	1.9	2.1	2.2	1.9	1.9	2.4	2.7	1.9	
K64 & 66 (excl.662) Financial Services	1.8	2.0	2.1	1.9	1.8	2.4	2.6	1.8	
K65 & 662 Insurance Services	2.5	2.4	2.5	2.2	2.5	2.7	2.8	2.1	
L68 REAL ESTATE SERVICES	4.1	3.6	3.8	3.2	3.6	4.0	4.1	3.5	
M69-75 PROFESSIONAL SERVICES	2.9	2.5	2.3	1.8	1.9	2.3	3.0	2.0	
M69-70 Legal, Accounting & Management Services	2.6	2.5	2.4	2.0	1.9	2.2	3.4	2.2	
M71 Architectural & Engineering Services	3.5	2.4	2.2	1.8	2.0	2.4	2.8	1.7	
Other Professional Services	2.5	2.4	2.2	1.6	1.9	2.4	2.3	2.1	
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.8	5.2	4.8	5.2	5.7	4.9	4.9	
N80 Security & Investigation	5.1	5.0	4.6	4.2	4.8	5.2	4.0	4.5	
N81 Cleaning & Landscaping	5.0	4.9	5.6	5.2	5.2	6.4	5.4	5.4	
Other Administrative & Support Services	3.7	4.3	5.3	4.9	5.5	5.5	5.4	4.7	
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.8	1.6	1.6	1.2	1.6	1.7	1.8	1.4	
O84,P85 Public Administration & Education	1.3	1.1	1.1	0.7	1.0	0.9	1.4	0.9	
Q86-88 Health & Social Services	2.3	2.0	2.1	1.7	2.1	2.6	2.1	1.8	
R90-93 Arts, Entertainment & Recreation	2.4	2.2	2.4	2.0	2.6	2.4	2.5	2.2	
S,T,U Other Community, Social & Personal Services	2.9	2.6	2.4	2.0	2.2	2.5	2.8	2.2	
A,B,D,E,V OTHERS*	2.4	2.2	2.1	1.7	2.6	1.8	2.0	2.0	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	1.9	1.9	1.9	1.6	1.7	1.9	2.2	1.6	
Clerical, Sales & Service Workers	3.7	3.8	3.8	3.8	3.6	4.0	3.7	3.7	
Production & Transport Operators, Cleaners & Labourers	3.1	3.1	2.9	2.7	2.7	3.2	3.0	2.6	

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

* 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, 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
TOTAL	2.6	2.0	1.9	1.3	3.8	3.1	2.9	2.3
C10-32 MANUFACTURING	1.8	1.5	1.4	1.1	2.6	2.5	1.9	1.7
C10-12 Food, Beverages & Tobacco	3.1	2.8	1.7	1.5	3.8	3.4	3.3	3.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.9	1.3	1.3	2.3	2.2	2.1	2.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.8	1.2	1.6	0.8	1.5	4.2	2.1	1.4
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.6	1.8	1.4	2.5	1.9	1.9	1.6
C26 Electronic, Computer & Optical Products	1.7	1.5	1.2	1.0	2.0	2.3	2.3	2.0
C29-30 Transport Equipment	1.3	1.2	1.1	1.0	1.9	1.5	1.4	1.3
Other Manufacturing Industries	2.0	1.7	1.7	1.5	2.6	2.4	2.0	1.6
F41-43 CONSTRUCTION	2.6	1.9	2.4	2.0	3.2	2.4	2.7	1.8
G-U SERVICES	2.8	2.2	1.9	1.3	3.9	3.2	3.8	3.1
G46-47 WHOLESALE AND RETAIL TRADE	3.1	2.6	1.9	1.4	4.5	3.8	3.0	2.6
G46 Wholesale Trade	2.4	2.0	1.8	1.3	2.9	2.7	2.9	2.5
G47 Retail Trade	4.8	4.0	2.1	1.7	5.9	4.8	3.3	2.9
H49-53 TRANSPORTATION AND STORAGE	2.1	1.7	1.6	1.2	1.8	1.6	2.6	2.0
H49,5221 Land Transport & Supporting Services	2.1	1.5	1.4	1.1	2.3	2.3	2.1	1.5
H50,5222, 5225 Water Transport & Supporting Services	1.9	1.3	1.6	1.1	2.1	1.4	2.1	1.4
H51,5223 Air Transport & Supporting Services	1.1	1.0	0.9	0.7	1.0	1.0	2.1	1.7
Other Transportation & Storage Services	3.1	2.6	2.1	1.8	3.1	2.6	3.6	3.0
I55-56 ACCOMMODATION AND FOOD SERVICES	4.7	4.3	2.9	2.7	5.2	4.7	4.8	4.0
I55 Accommodation	3.4	3.0	2.6	2.5	3.5	3.1	4.1	3.2
I56 Food & Beverage Services	5.0	4.6	3.1	2.8	5.4	5.0	5.0	4.4
J58-63 INFORMATION AND COMMUNICATIONS	3.0	1.8	2.6	1.7	3.8	2.2	10.2	2.2
J58-61 Telecommunications, Broadcasting & Publishing	2.5	1.5	2.1	1.2	4.5	2.6	3.9	2.7
J62-63 IT & Other Information Services	3.3	2.0	3.0	2.0	2.7	1.5	12.1	1.9
K64-66 FINANCIAL AND INSURANCE SERVICES	2.2	1.4	2.2	1.3	2.5	1.8	1.5	1.0
K64 & 66 (excl.662) Financial Services	2.1	1.3	2.1	1.3	2.4	1.6	1.5	1.0
K65 & 662 Insurance Services	2.5	1.9	2.4	1.7	2.9	2.4	0.8	1.4
L68 REAL ESTATE SERVICES	3.8	3.4	2.1	1.7	4.3	3.6	4.8	4.5
M69-75 PROFESSIONAL SERVICES	2.3	1.8	2.1	1.7	2.8	2.4	3.2	1.9
M69-70 Legal, Accounting & Management Services	2.4	1.8	2.2	1.6	2.9	2.4	3.5	2.2
M71 Architectural & Engineering Services	2.2	1.8	1.8	1.7	2.5	2.5	3.0	1.9
Other Professional Services	2.2	1.7	2.0	1.7	3.0	2.2	3.0	1.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.2	4.0	3.8	2.3	5.1	3.7	5.8	4.9
N80 Security & Investigation	4.6	3.7	3.4	2.0	4.6	3.8	9.3	6.2
N81 Cleaning & Landscaping	5.6	4.7	2.3	1.7	3.0	2.3	5.9	5.0
Other Administrative & Support Services	5.3	3.4	4.1	2.4	7.4	3.6	5.4	4.4
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.1	1.4	0.9	2.3	1.8	2.1	1.7
O84,P85 Public Administration & Education	1.1	0.7	1.0	0.7	1.5	1.0	0.9	0.5
Q86-88 Health & Social Services	2.1	1.2	2.0	1.1	2.5	1.6	2.4	1.3
R90-93 Arts, Entertainment & Recreation	2.4	2.1	2.3	1.8	2.5	2.3	2.2	1.9
S,T,U Other Community, Social & Personal Services	2.4	2.2	2.1	1.6	2.7	2.5	2.6	2.6
A,B,D,E,V OTHERS*	2.1	1.5	0.9	0.5	1.9	1.4	3.9	3.0

* 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							
		2012	2013	2014	2013	2014			
					Dec	Mar	Jun	Sep	Dec
TOTAL		46.2	46.2	46.0	46.2	45.9	46.1	46.0	45.8
C10-32	MANUFACTURING	50.2	50.1	49.7	49.9	49.5	49.9	49.8	49.7
C10-12	Food, Beverages & Tobacco	47.8	47.0	47.0	48.1	46.9	47.1	46.5	47.3
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.6	49.1	49.3	49.0	48.9	49.2	50.1	48.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	45.1	44.7	44.5	44.2	44.3	44.7	44.7	44.4
C25,28	Fabricated Metal Products, Machinery & Equipment	52.5	52.6	52.1	52.7	52.4	52.4	51.9	51.8
C26	Electronic, Computer & Optical Products	46.9	46.9	46.8	46.9	46.4	47.2	47.1	46.5
C29-30	Transport Equipment	53.6	53.1	52.4	52.0	51.6	52.3	52.6	52.9
	Other Manufacturing Industries	49.6	50.2	49.2	49.8	49.5	49.0	49.2	49.1
F41-43	CONSTRUCTION	53.0	53.2	52.9	53.5	53.3	53.2	52.7	52.4
G-U	SERVICES	43.5	43.4	43.2	43.3	43.1	43.2	43.3	43.1
G46-47	WHOLESALE AND RETAIL TRADE	43.6	43.2	43.1	42.9	43.0	43.3	42.9	43.1
G46	Wholesale Trade	43.7	43.6	43.6	43.5	43.4	43.7	43.3	43.8
G47	Retail Trade	43.3	42.3	42.0	41.9	42.0	42.3	42.1	41.6
H49-53	TRANSPORTATION AND STORAGE	46.1	45.7	45.8	46.1	45.6	46.1	45.7	45.9
H49,5221	Land Transport & Supporting Services	48.4	46.8	46.9	48.3	46.5	48.1	46.4	46.6
H50,5222,5225	Water Transport & Supporting Services	44.5	44.3	44.5	44.2	43.9	44.3	44.7	44.9
H51,5223	Air Transport & Supporting Services	44.8	45.1	45.0	45.3	45.2	45.5	44.8	44.7
	Other Transportation & Storage Services	46.8	46.7	46.7	46.9	46.8	46.6	46.7	46.9
I55-56	ACCOMMODATION AND FOOD SERVICES	42.1	43.0	42.0	43.2	41.6	41.7	42.7	42.0
I55	Accommodation	45.9	46.6	46.5	47.0	46.5	46.5	46.7	46.3
I56	Food & Beverage Services	41.1	42.0	40.9	42.3	40.3	40.6	41.8	41.1
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.7	41.5	41.5	41.6	41.5	41.5	41.3
J58-61	Telecommunications, Broadcasting & Publishing	41.6	42.3	41.9	42.2	42.0	41.9	42.0	41.9
J62-63	IT & Other Information Services	41.4	41.2	41.2	41.0	41.4	41.3	41.1	41.0
K64-66	FINANCIAL AND INSURANCE SERVICES	41.2	41.2	41.1	41.1	41.1	41.1	41.2	41.1
K64 & 66 (excl.662)	Financial Services	41.3	41.3	41.3	41.3	41.3	41.2	41.3	41.2
K65 & 662	Insurance Services	40.0	40.0	40.2	40.1	40.1	40.2	40.5	40.1
L68	REAL ESTATE SERVICES	44.5	44.6	44.5	44.5	44.6	44.5	44.7	44.4
M69-75	PROFESSIONAL SERVICES	43.6	43.6	43.1	43.1	42.8	43.0	43.6	43.0
M69-70	Legal, Accounting & Management Services	41.5	41.3	41.2	41.3	40.8	41.0	41.4	41.5
M71	Architectural & Engineering Services	46.6	47.0	46.2	45.8	45.8	46.0	47.2	45.8
	Other Professional Services	42.2	41.8	41.7	41.7	41.5	41.6	42.0	41.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	48.5	47.5	47.3	47.3	47.5	47.6	47.5	46.7
N80	Security & Investigation	55.5	52.8	52.1	53.4	53.5	53.2	52.0	49.8
N81	Cleaning & Landscaping	45.3	44.9	44.6	43.7	43.6	44.4	45.3	45.0
	Other Administrative & Support Services	45.0	44.8	45.2	44.9	44.9	44.8	45.6	45.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.1	42.0	42.1	42.0	42.0	42.0	42.0
O84,P85	Public Administration & Education	41.3	41.3	41.3	41.4	41.3	41.3	41.3	41.3
Q86-88	Health & Social Services	42.1	42.0	41.9	41.8	41.8	41.9	42.0	41.9
R90-93	Arts, Entertainment & Recreation	43.8	43.9	43.8	44.3	43.8	43.7	43.9	44.0
S,T,U	Other Community, Social & Personal Services	44.2	43.8	43.5	44.1	43.6	43.7	43.2	43.7
A,B,D,E,V	OTHERS*	45.7	45.7	45.6	45.6	45.3	45.3	45.9	45.8

* 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

		Hours							
Industry (SSIC 2010)		2012	2013	2014	2013	2014			
					Dec	Mar	Jun	Sep	Dec
TOTAL		3.8	3.8	3.7	3.8	3.6	3.8	3.7	3.6
C10-32	MANUFACTURING	7.2	7.1	6.7	6.9	6.5	6.9	6.9	6.7
C10-12	Food, Beverages & Tobacco	4.3	4.1	3.9	4.7	3.6	3.8	3.8	4.2
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.1	5.7	5.8	5.7	5.5	5.8	6.7	5.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	3.2	2.9	2.8	2.4	2.6	2.8	2.9	2.8
C25,28	Fabricated Metal Products, Machinery & Equipment	9.1	9.0	8.6	8.9	8.7	8.8	8.4	8.3
C26	Electronic, Computer & Optical Products	4.8	4.8	4.8	5.0	4.4	5.2	5.1	4.5
C29-30	Transport Equipment	9.9	9.5	8.8	8.5	8.1	9.0	9.0	9.1
	Other Manufacturing Industries	6.7	7.2	6.3	6.9	6.5	6.1	6.3	6.2
F41-43	CONSTRUCTION	8.2	8.5	8.2	8.6	8.5	8.5	8.1	7.8
G-U	SERVICES	1.8	1.7	1.7	1.7	1.6	1.8	1.8	1.7
G46-47	WHOLESALE AND RETAIL TRADE	1.7	1.7	1.8	1.7	1.5	1.8	1.7	2.1
G46	Wholesale Trade	1.6	1.5	1.7	1.5	1.4	1.6	1.6	2.1
G47	Retail Trade	2.0	2.0	2.0	2.1	1.9	2.1	2.0	2.0
H49-53	TRANSPORTATION AND STORAGE	3.3	3.0	3.0	3.3	2.8	3.4	3.0	2.9
H49,5221	Land Transport & Supporting Services	5.2	3.8	4.0	5.4	3.6	5.4	3.4	3.5
H50,5222,5225	Water Transport & Supporting Services	1.8	1.7	1.9	1.8	1.6	1.9	2.0	2.0
H51,5223	Air Transport & Supporting Services	2.4	2.2	1.8	1.9	1.9	2.3	1.6	1.4
	Other Transportation & Storage Services	4.1	4.0	4.2	4.1	4.1	4.2	4.5	4.1
I55-56	ACCOMMODATION AND FOOD SERVICES	1.7	2.3	1.9	2.4	1.9	1.8	1.9	1.8
I55	Accommodation	2.1	2.6	2.7	3.0	2.6	2.6	2.9	2.6
I56	Food & Beverage Services	1.7	2.2	1.7	2.3	1.7	1.6	1.7	1.6
J58-63	INFORMATION AND COMMUNICATIONS	0.5	0.5	0.4	0.3	0.4	0.4	0.5	0.3
J58-61	Telecommunications, Broadcasting & Publishing	0.7	0.8	0.6	0.5	0.7	0.6	0.8	0.4
J62-63	IT & Other Information Services	0.3	0.3	0.2	0.2	0.2	0.4	0.3	0.1
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.2
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.2	0.2	0.2	0.3	0.2
K65 & 662	Insurance Services	0.3	0.3	0.3	0.3	0.3	0.3	0.2	0.3
L68	REAL ESTATE SERVICES	1.9	2.2	2.0	1.8	1.9	1.9	2.3	2.0
M69-75	PROFESSIONAL SERVICES	2.0	2.1	1.8	1.8	1.8	1.9	2.2	1.6
M69-70	Legal, Accounting & Management Services	0.8	0.8	0.8	0.9	0.8	1.0	0.9	0.6
M71	Architectural & Engineering Services	3.9	4.3	3.7	3.5	3.5	3.6	4.5	3.2
	Other Professional Services	0.9	0.7	0.6	0.5	0.4	0.5	0.8	0.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.6	4.8	5.3	4.9	5.1	5.4	5.4	5.1
N80	Security & Investigation	12.1	9.6	10.3	10.3	10.6	10.7	10.4	9.4
N81	Cleaning & Landscaping	2.3	2.3	2.6	1.8	1.7	2.5	3.0	3.1
	Other Administrative & Support Services	2.7	2.6	2.9	2.6	2.6	2.7	3.2	3.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.6	0.5	0.5	0.5	0.4	0.5	0.5	0.5
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	0.4	0.5	0.4	0.4	0.5	0.5	0.5
R90-93	Arts, Entertainment & Recreation	1.4	1.2	1.2	1.5	1.1	1.2	1.2	1.4
S,T,U	Other Community, Social & Personal Services	2.0	1.7	1.7	2.1	1.6	1.7	1.3	2.0
A,B,D,E,V	OTHERS*	3.1	3.1	2.9	3.0	2.8	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 figures obtained at quarterly intervals.

9.1 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (INCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2004 - 2014
(June)

Mid-Year	Median (50th Percentile)	20th Percentile
	Level (Dollars)	
2004	2,260	1,243
2005	n.a.	n.a.
2006	2,289	1,224
2007	2,449	1,300
2008	2,748	1,400
2009	2,748	1,468
2010	2,887	1,500
2011	3,070	1,617
2012	3,248	1,647
2013	3,480	1,800
2014	3,566	1,856
	Nominal Change (Per Cent Per Annum)	
2004 - 2014	4.7	4.1
2004 - 2009	4.0	3.4
2009 - 2014	5.3	4.8
	Real* Change (Per Cent Per Annum)	
2004 - 2014	2.0 (2.3)	1.4 (1.7)
2004 - 2009	1.8 (2.2)	1.2 (1.6)
2009 - 2014	2.1 (2.5)	1.5 (1.9)

n.a. : not available

Source : Comprehensive Labour Force Survey, MOM

Notes :

- 1) Data exclude full-time National Servicemen.
- 2) The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.
- 3) As the income data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years).
- 4) * - Deflated by Consumer Price Index for all items at 2014 prices (2014 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2014 prices (2014 = 100).

9.2 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (EXCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2004 - 2014
(June)

Mid-Year	Median (50th Percentile)	20th Percentile
Level (Dollars)		
2004	2,000	1,170
2005	n.a.	n.a.
2006	2,072	1,100
2007	2,167	1,200
2008	2,492	1,300
2009	2,500	1,300
2010	2,588	1,400
2011	2,708	1,500
2012	2,925	1,500
2013	3,052	1,613
2014	3,179	1,639
Nominal Change (Per Cent Per Annum)		
2004 - 2014	4.7	3.4
2004 - 2009	4.6	2.1
2009 - 2014	4.9	4.7
Real* Change (Per Cent Per Annum)		
2004 - 2014	2.0 (2.4)	0.7 (1.1)
2004 - 2009	2.4 (2.7)	- (0.3)
2009 - 2014	1.7 (2.0)	1.5 (1.9)

n.a. : not available

Source : Comprehensive Labour Force Survey, MOM

Notes :

- 1) Data exclude full-time National Servicemen.
- 2) The Comprehensive Labour Force Survey was not conducted in 2005 due to the conduct of the General Household Survey 2005 by the Department of Statistics, Ministry of Trade and Industry.
- 3) As the income data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years).
- 4) * - Deflated by Consumer Price Index for all items at 2014 prices (2014 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2014 prices (2014 = 100).

Explanatory Notes

Labour Market, 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.

Unemployment data are subject to revisions based on the latest available population estimates. Population figures for March and June are finalised in September while figures for September and December are finalised in March the next year. Seasonally adjusted figures are subject to annual revisions when the latest set of seasonal factors is updated, taking into account observations for the latest available year.

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. If the persons have not found a new job and are actively looking and available for work, they join the pool of unemployed.

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.

Income from Work

Source

Comprehensive 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.

Concepts and Definitions

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

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

20th percentile income refers to the income level which divides the bottom 20% of income earners from the rest.

Uses and Limitations

Data on income from work are useful in understanding the living standards of workers. The data are used in planning economic and social development.

As the Comprehensive Labour Force Survey covers a representative sample of households in Singapore, the data can be used to study the income trends of the workforce covering both employees and the self-employed.

When analysing how workers' income has changed over time, it is more meaningful to focus on workers in full-time employment. This will avoid clouding the income trends with the changing mix of full-timers and part-timers in the workforce, as part-time work involves shorter working hours and correspondingly lower salaries. Moreover, full-timers form the bulk of workers in Singapore.

As the data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years). Studying income at the 20th percentile level over a longer period allows for more meaningful analysis of the income growth, as the year-on-year volatility in the data gets smoothed out.

Data on the real change in income from work enables users to study the trends in income growth after adjusting for inflation, as changes in the price of consumer goods and services over time affect the purchasing power of individuals. To adjust for inflation, we use the Consumer Price Index (CPI) for all items. We also report the real income changes, after adjusting for CPI less imputed rentals on OOA, given that imputed rentals on OOA have no impact on the cash expenditure of most households in Singapore as they already own their homes.

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Dec 14	51,200	2,700	5.3%	45,900	56,600
Resident Unemployment Rate	Dec 14	2.2%	0.12%-pt	5.4%	2.0%	2.4%
JOB VACANCY						
Job Vacancy Number	Dec 14	61,200	1,000	1.6%	59,300	63,200
Job Vacancy Rate	Dec 14	2.9%	0.04%-pt	1.5%	2.8%	3.0%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 14	2.3%	0.03%-pt	1.1%	2.3%	2.4%
Average Monthly Resignation Rate	4Q 14	1.7%	0.02%-pt	1.0%	1.7%	1.7%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 14	3.6	0.04	1.1%	3.5	3.6

Note: Data are non-seasonally adjusted.

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Labour Market, 2014

Date of Release: 13 Mar 2015

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



Labour Force in Singapore, 2014

Date of Release: 30 Jan 2015

This publication presents a comprehensive range of statistical information on the economic activities of the population, including detailed analysis and data on employment and unemployment as well as characteristics of persons in and outside the labour force. It also examines a wide range of topics including income, training, term contract employment, hours worked and modes of job search.



Other Resources

Title	Date of Release
• Job Vacancies, 2014	27/01/2015
• Conditions of Employment, 2014	09/12/2014
• 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
• 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
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• Employment of Singapore Citizens, Permanent Residents and Foreigners, 1997 to 2006	29/02/2008
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** This paper is a collaborative effort between Manpower Research and Statistics Department and Singapore Department of Statistics*

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