

LABOUR MARKET FIRST QUARTER 2015



**MINISTRY OF
MANPOWER**

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LABOUR MARKET, FIRST QUARTER 2015

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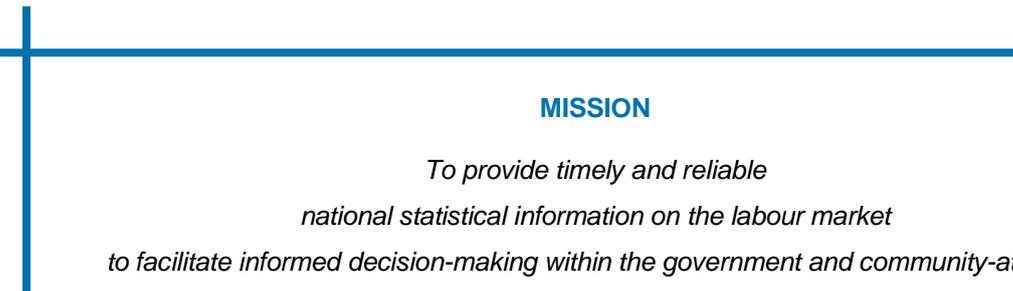
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Notations

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

Abbreviations

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

Highlights

- The labour market remained tight in the first quarter of 2015, as the unemployment rate trended lower amid fewer redundancies, and job openings continued to outnumber job seekers. Overall employment contracted in the first quarter of 2015, reflecting seasonal declines and sharper moderation in employment growth in sectors with less favourable business conditions.
- Unemployment declined over the quarter for overall (from 1.9% to 1.8%), residents (from 2.7% to 2.5%) and citizens (from 2.7% to 2.6%) in March 2015.¹
- Employment in the first quarter of 2015 declined in manufacturing (-6,900) and construction (-3,600). These losses were partly offset by continued increases in services (4,300), including community, social & personal services (6,500) and administrative & support services (2,000). Within the services sector, employment declines were concentrated in retail trade (-4,800), real estate services (-1,900) and accommodation & food services (-1,800). Overall, total employment contracted by 6,100 in the first quarter of 2015, reflecting seasonal declines and sharper moderation in employment growth in sectors with less favourable business conditions. In March 2015, total employment reached 3,617,800, 2.7% higher than a year ago.
- Redundancies remained low at 3,500 in first quarter of 2015. Normalising by workforce size, there were 1.7 workers made redundant per 1,000 employees in the first quarter of 2015, compared to the 1.9 in the preceding quarter and 1.6 a year ago.
- The rate of re-entry into employment within six months of redundancy declined slightly in March 2015, after trending up over the last three quarters. Based on CPF records, 57% of the residents made redundant in the fourth quarter of 2014 secured employment by March 2015, down slightly from the 59% experienced by the previous cohort (laid off in the third quarter of 2014) in December 2014.
- The number of job openings held steady from the previous quarter and continued to outnumber job seekers. With fewer job seekers, the seasonally adjusted ratio of job vacancies to unemployed persons ticked up to 143 openings per 100 seekers in March 2015, from 142 in December 2014.

¹ Seasonally adjusted.

Overview

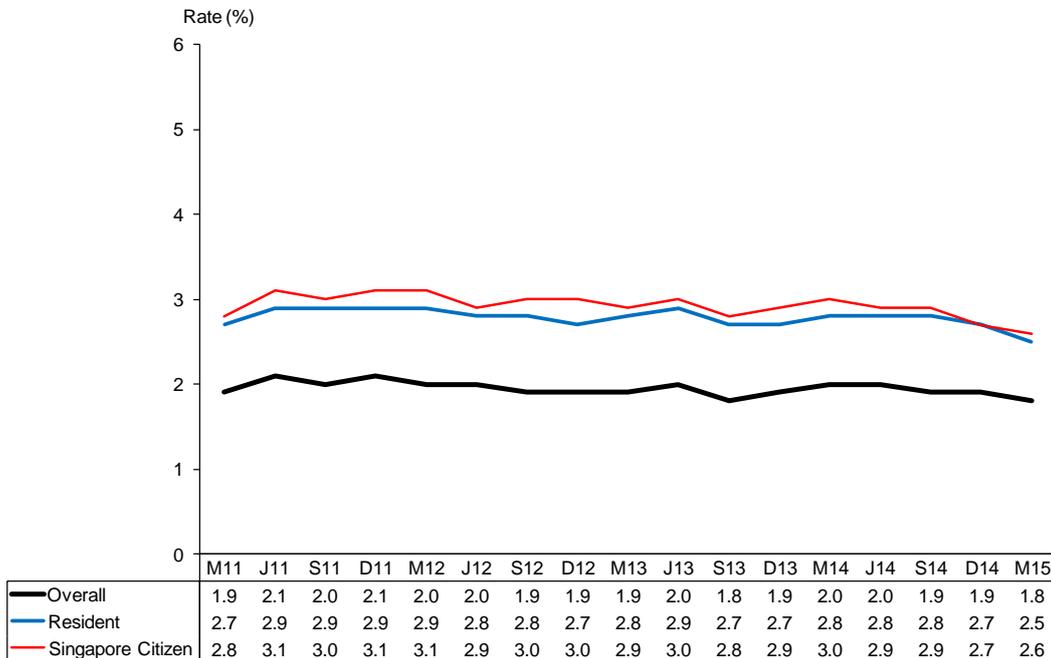
The labour market remained tight in the first quarter of 2015, as the unemployment rate trended lower amid fewer redundancies, and job openings continued to outnumber job seekers. Overall employment contracted in the first quarter of 2015, reflecting seasonal declines and sharper moderation in sectors with less favourable business conditions.

Unemployment

Unemployment trended lower in March 2015

The overall seasonally adjusted unemployment rate declined from 1.9% in December 2014 to 1.8% in March 2015. The unemployment rate fell over the quarter for residents from 2.7% to 2.5% and for citizens from 2.7% to 2.6%. An estimated 54,500 residents, including 47,800 Singapore citizens were unemployed in March 2015. The seasonally adjusted figures were 56,500 for residents and 50,200 for citizens.

Chart 1: Unemployment Rate
(Seasonally Adjusted)



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

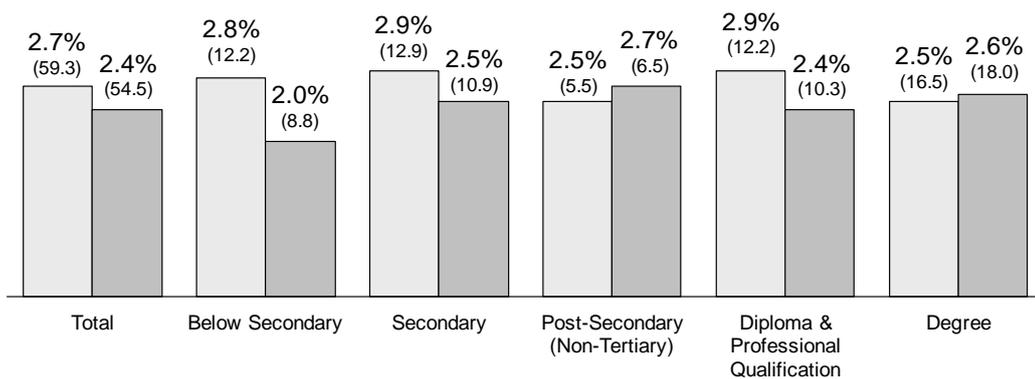
Note: Data have been revised using the latest set of seasonal factors, updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

The unemployment rate decreased over the year for residents with secondary & below as well as diploma and professional qualifications, and rose slightly for post-secondary (non-tertiary) educated and degree holders. Reflecting their larger composition in the resident workforce, degree holders made up around one in three (18,000 or 33%) of unemployed residents in March 2015.

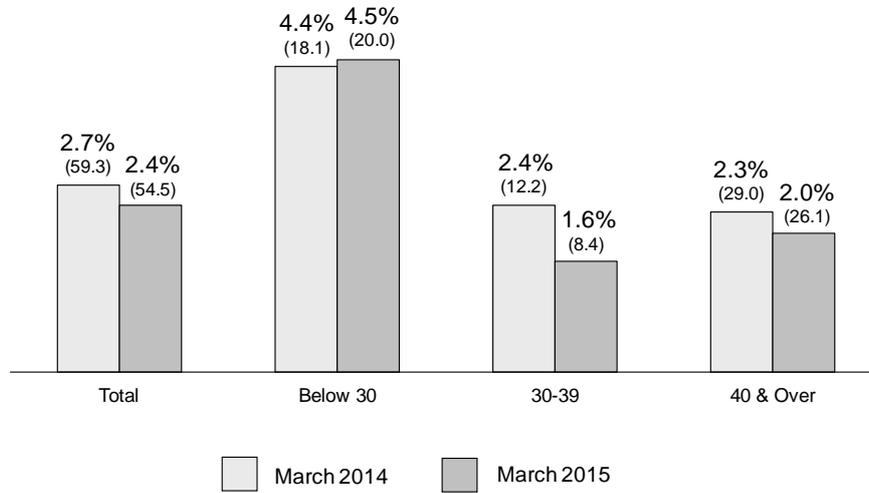
Unemployment declined over the year for residents in their 30s and aged 40 & over, while it edged up for younger residents aged below 30. Reflecting an ageing labour force, close to half (48% or 26,100) of the unemployed residents were aged 40 & over in March 2015.

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

By Education



By Age



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

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

11,200 residents making up 0.5% of the resident labour force had been looking for work for at least 25 weeks in March 2015, down from 12,900 or 0.6% a year ago. The share of long-term unemployed among resident job seekers also decreased over the year from 22% to 21%.

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

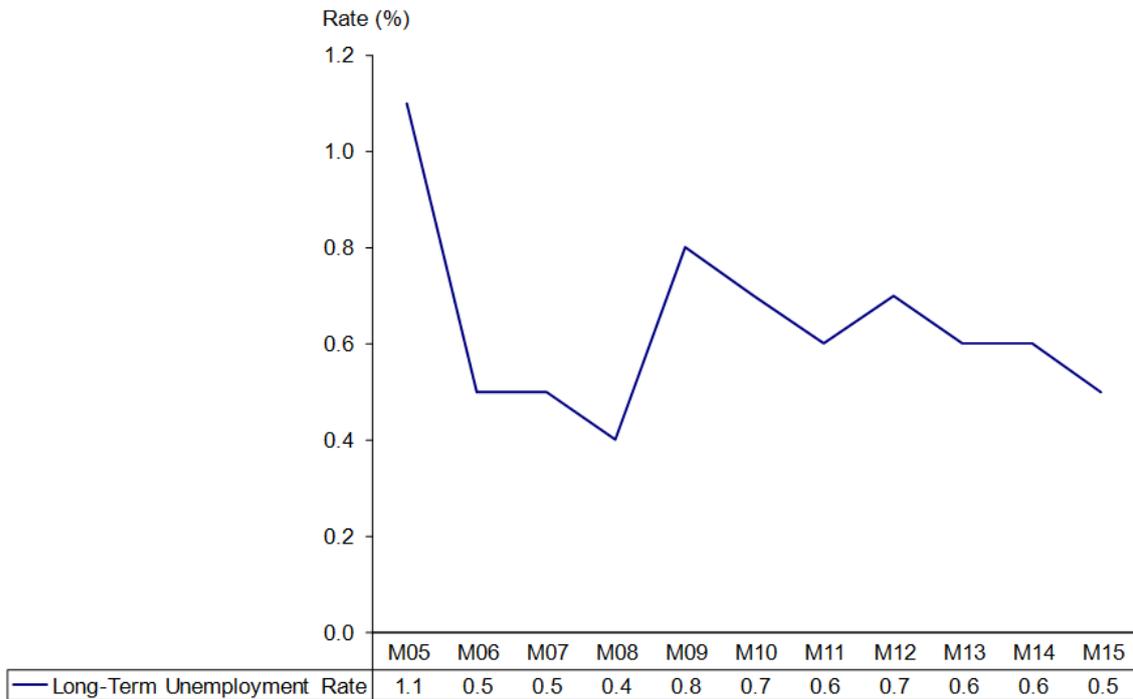
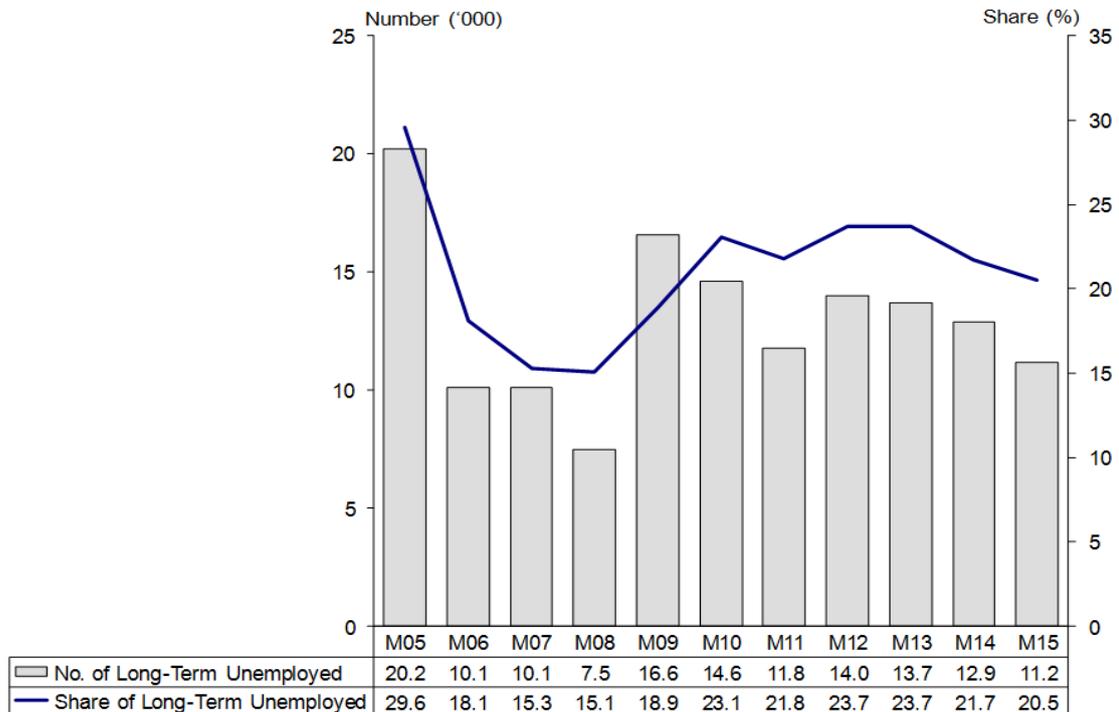


Chart 4: Number And Share Of Resident Long-Term Unemployed
(Non-Seasonally Adjusted)



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

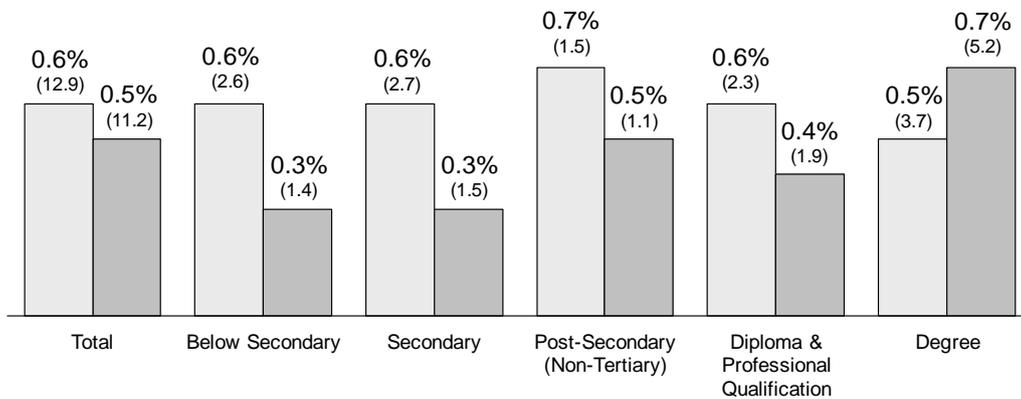
Notes:

- (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.

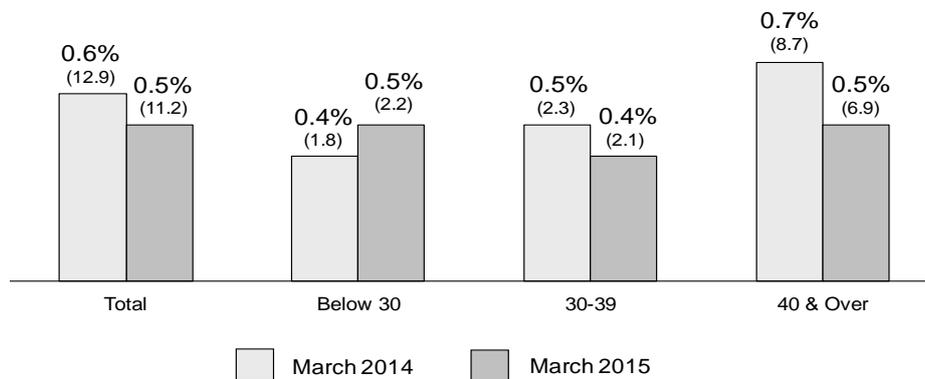
The improvement in long-term unemployment rate over the year was seen among most age and education groups, except for degree holders as well as those aged below 30 whose rates rose after improving over the year in the previous two quarters. Slightly more than six in ten (62% or 6,900) long-term unemployed residents in March 2015 were aged 40 & over, reflecting their larger representation in the resident labour force.

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

By Education



By Age



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

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 contracted in first quarter of 2015, after five years of sustained increases

Overall employment contracted by 6,100 in the first quarter of 2015. This was down from the seasonal high increases of 40,700 in the preceding quarter and the increase of 28,300 in the first quarter of 2014. The contraction reflected seasonal declines and sharper moderation in employment growth in sectors with less favourable business conditions.

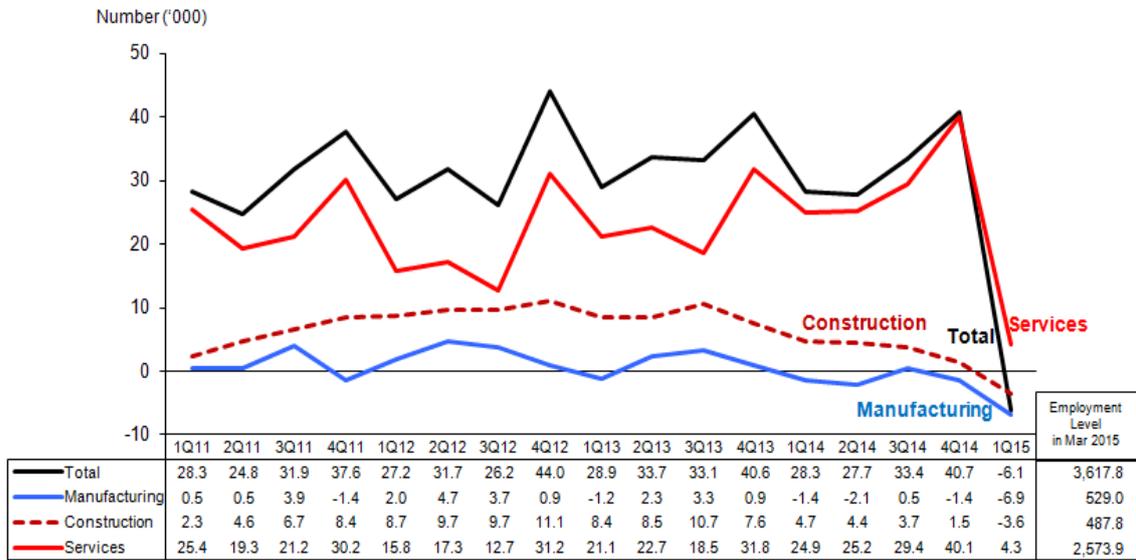
Amid weak output growth in marine & offshore engineering and the completion of chemical maintenance projects,² manufacturing employment fell by 6,900. Construction also saw employment decline by 3,600. These declines were partly offset by continued increases in services (4,300), including community, social & personal services (6,500) and administrative & support services (2,000). Within services, employment also declined in retail trade (-4,800) and accommodation & food services (-1,800), steeper than the usual seasonal declines in the first quarter after the end of festivities as employers in these sectors could be more cautious about hiring amid moderate business conditions.³ Real estate services (-1,900) also posted declines.

In all, total employment reached 3,617,800 in March 2015, 2.7% higher than a year ago.

² Manufacturing output in the marine & offshore engineering segment declined by 6.9% over the year in the first quarter of 2015. Source: "Economic Survey of Singapore, First Quarter 2015", MTI.

³ Wholesale & retail trade (2.5%) and accommodation & food services (4.0%) recorded lower recruitment rate in the first quarter of 2015 compared with the same quarter a year ago (3.1% and 4.4% respectively). The sectors were also less optimistic in their business outlook, with a net weighted balance of 4% of firms in wholesale & retail trade and 2% in accommodation & food services expecting less favourable business situation in the six-month period ending September 2015. Source: "Business Expectations for the Services Sector, Second Quarter 2015", Department of Statistics, MTI.

Chart 6: Employment Change By Sector



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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (3) The industries are classified based on SSIC 2010.
- (4) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.

Table 1: Total Employment Change By Industry

In Thousands

	Quarterly Change					Total Employment Level
	2014				2015	
	1Q	2Q	3Q	4Q	1Q	Mar 2015
Total	28.3	27.7	33.4	40.7	-6.1	3,617.8
Manufacturing	-1.4	-2.1	0.5	-1.4	-6.9	529.0
Construction	4.7	4.4	3.7	1.5	-3.6	487.8
Services	24.9	25.2	29.4	40.1	4.3	2,573.9
Wholesale & Retail Trade	2.3	2.0	5.0	11.1	-4.5	495.7
Transportation & Storage	1.9	2.6	1.1	2.0	1.4	235.4
Accommodation & Food Services	-0.1	1.1	2.3	5.9	-1.8	234.1
Information & Communications	1.0	1.4	2.5	1.6	1.1	121.1
Financial & Insurance Services	2.4	1.3	3.8	1.8	0.8	197.7
Real Estate Services	1.9	1.8	2.7	0.5	-1.9	93.8
Professional Services	3.0	4.0	4.5	2.4	0.7	237.0
Administrative & Support Services	1.9	5.3	0.9	5.4	2.0	202.9
Community, Social & Personal Services	10.7	5.8	6.5	9.5	6.5	756.2
Others	0.1	0.1	-0.2	0.5	0.1	27.0

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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Others includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste management.
- (3) Data may not add up to the total due to rounding.
- (4) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.

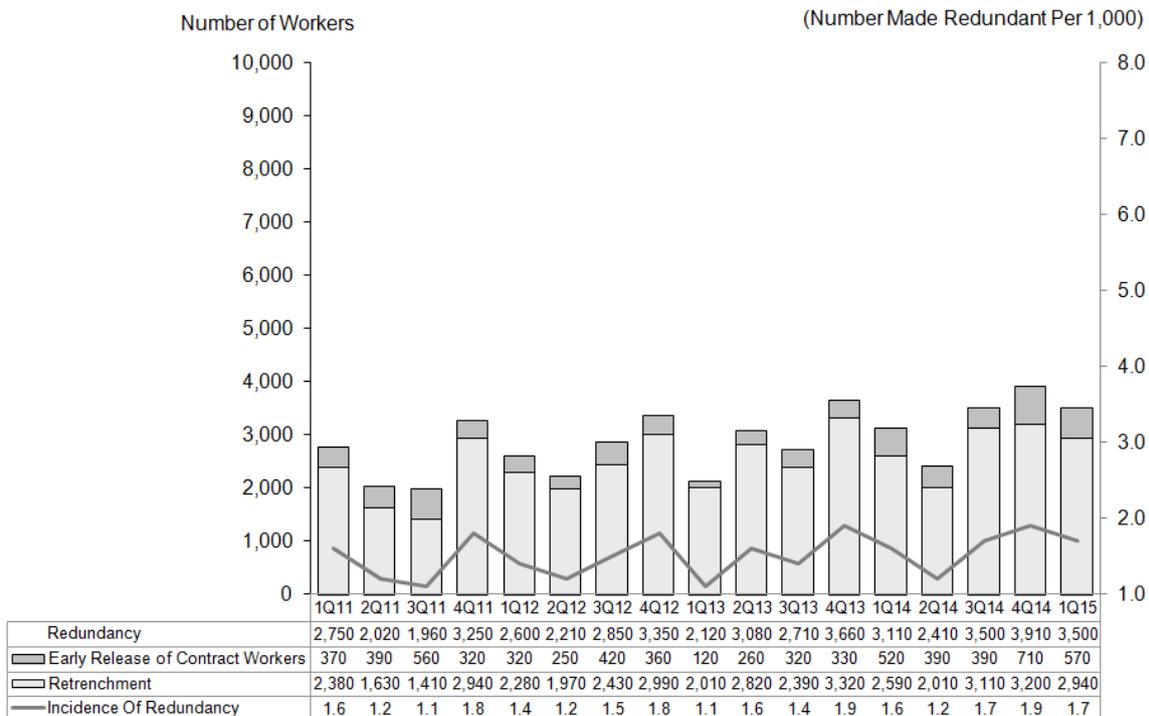
Redundancy

Redundancies remained low

There were 3,500 workers laid off in the first quarter of 2015, compared to the 3,910 in the preceding quarter and 3,110 in the first quarter of 2014. Layoffs declined over the quarter in manufacturing and construction, and remained unchanged in services. Services (55%) contributed to the bulk of the layoffs, followed by manufacturing (27%) and construction (17%).

Normalising by workforce, there were 1.7 workers made redundant per 1,000 employees in the first quarter of 2015, down from the preceding quarter (1.9) and broadly comparable to a year ago (1.6).

Chart 7: Redundancy

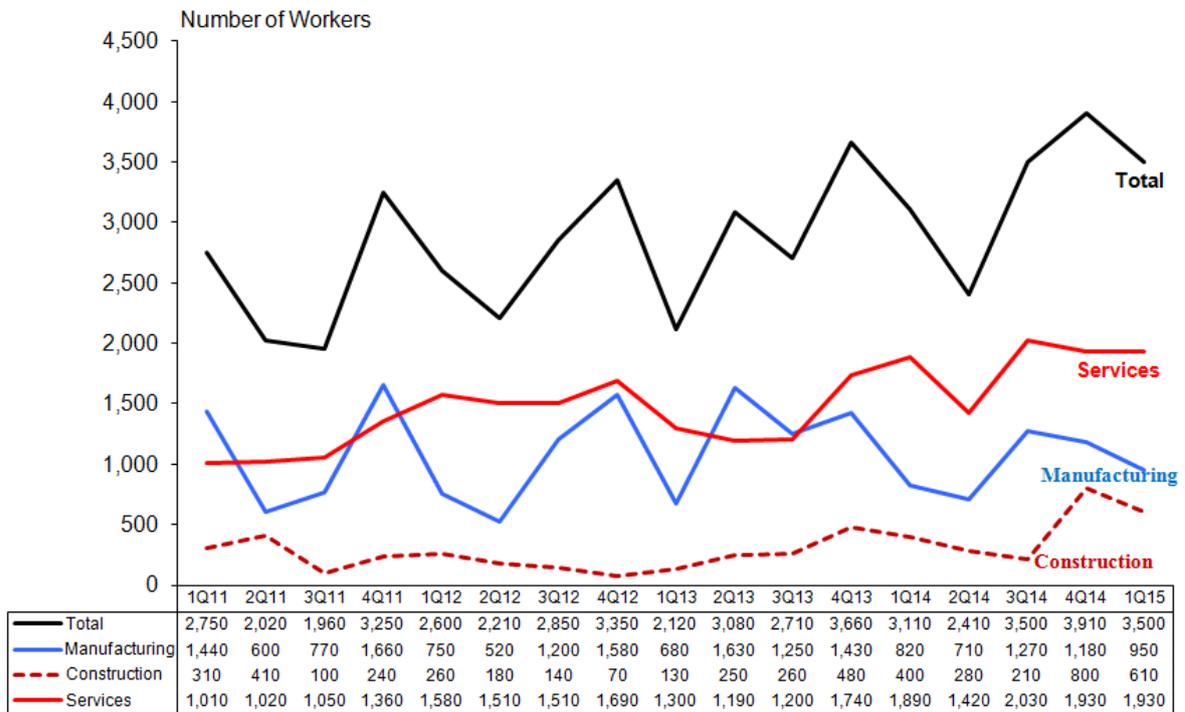


Source: Labour Market Survey, Manpower Statistics & Research Department, MOM

Notes:

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

Chart 8: Redundancy By Sector



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

Notes:

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

PMETs formed a higher share of residents made redundant (72%) in the first quarter of 2015, followed by production & transport operators, cleaners & labourers (16%) and clerical, sales & service workers (12%). About three in five (64%) of the residents affected were workers aged 40 & over.

Table 2: Profile Of Residents Made Redundant, First Quarter 2015

Characteristics	Per Cent
	Residents Made Redundant, 1Q15
Total	100.0
<u>Sex</u>	
Males	57.6
Females	42.4
<u>Age Group</u>	
Below 30	5.5
30 – 39	30.2
40 & Over	64.3
<u>Educational Attainment</u>	
Below Secondary	14.7
Secondary	17.1
Post Secondary (Non-Tertiary)	3.7
Diploma & Professional Qualification	16.8
Degree	47.7
<u>Occupational Group</u>	
Professionals, Managers, Executives & Technicians	72.0
Clerical, Sales & Service Workers	12.1
Production & Transport Operators, Cleaners & Labourers	15.9

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

Notes:

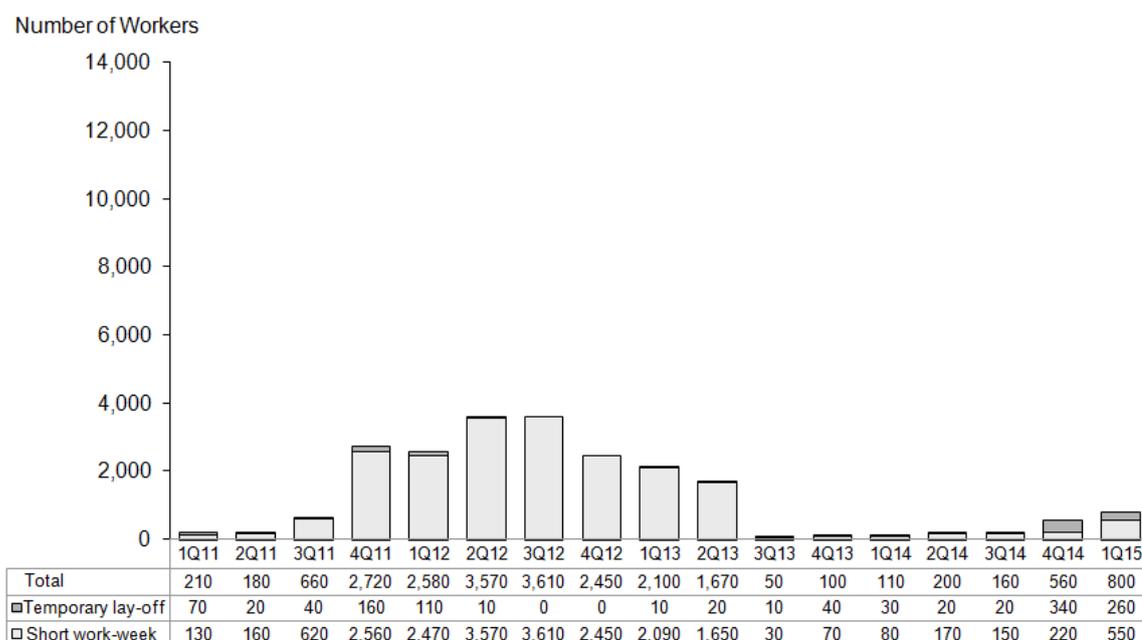
- (1) Data on residents made redundant pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up the total due to rounding.

Large majority of workers on short work-week/temporary layoff were from manufacturing and construction

Some 800 workers were on short work-week or temporary layoff in the first quarter of 2015, with most of the affected workers on short work-week.

Bulk of the workers on short work-week or temporary layoff were from manufacturing (49%) and construction (42%), while the remaining were from services (8.8%). They were mostly production & transport operators, cleaners & labourers (85%), followed by PMETs (13%) and clerical, sales & service workers (2.2%).

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



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

Notes:

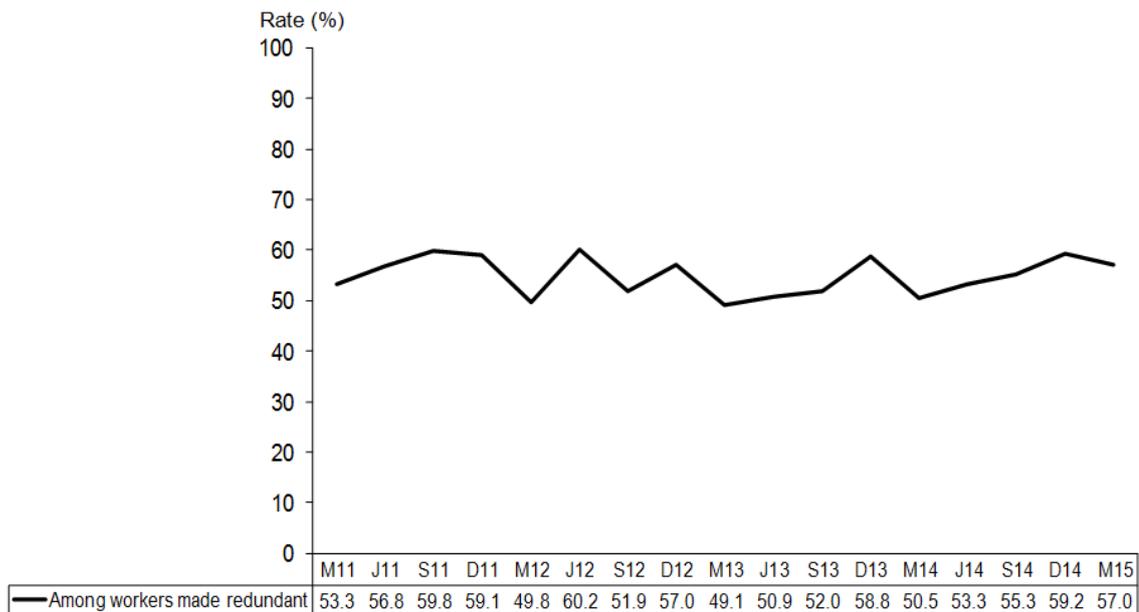
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Re-entry Into Employment⁴

Rate of re-entry into employment declined slightly, after trending up over the last three quarters

Based on CPF records, 57% of the residents made redundant in the fourth quarter of 2014 secured employment by March 2015, down slightly from the 59% experienced by the previous cohort (laid off in the third quarter of 2014) in December 2014. A lower re-entry rate in the first quarter was not uncommon, as laid-off workers might take a break during the festivities before re-entering.

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



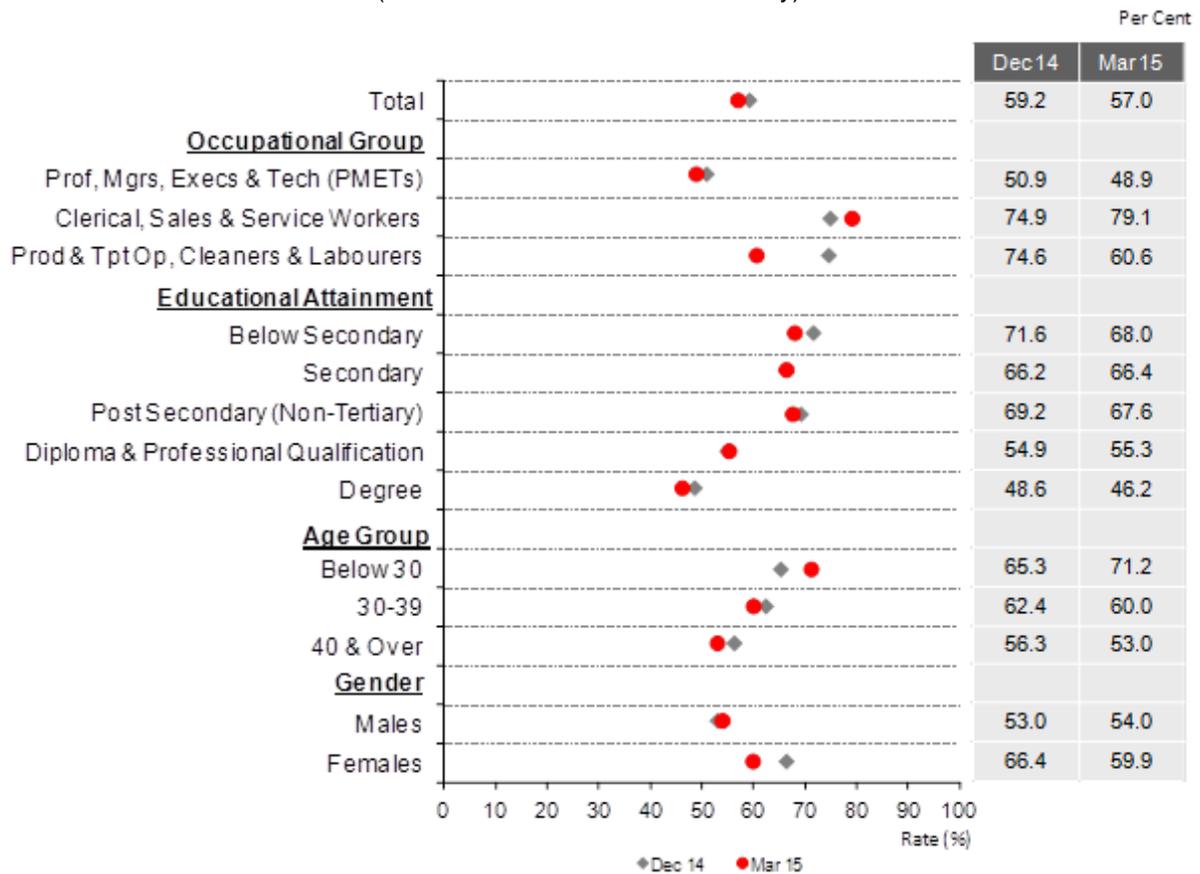
Sources: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

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

⁴ Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who went into self or informal employment or undergo training while looking for a job.

The decline in re-entry rates was more notable among production & transport operators, cleaners & labourers.

Chart 11: Rate Of Re-entry Into Employment Of Residents Made Redundant (Within Six Months Of Redundancy)



Sources: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

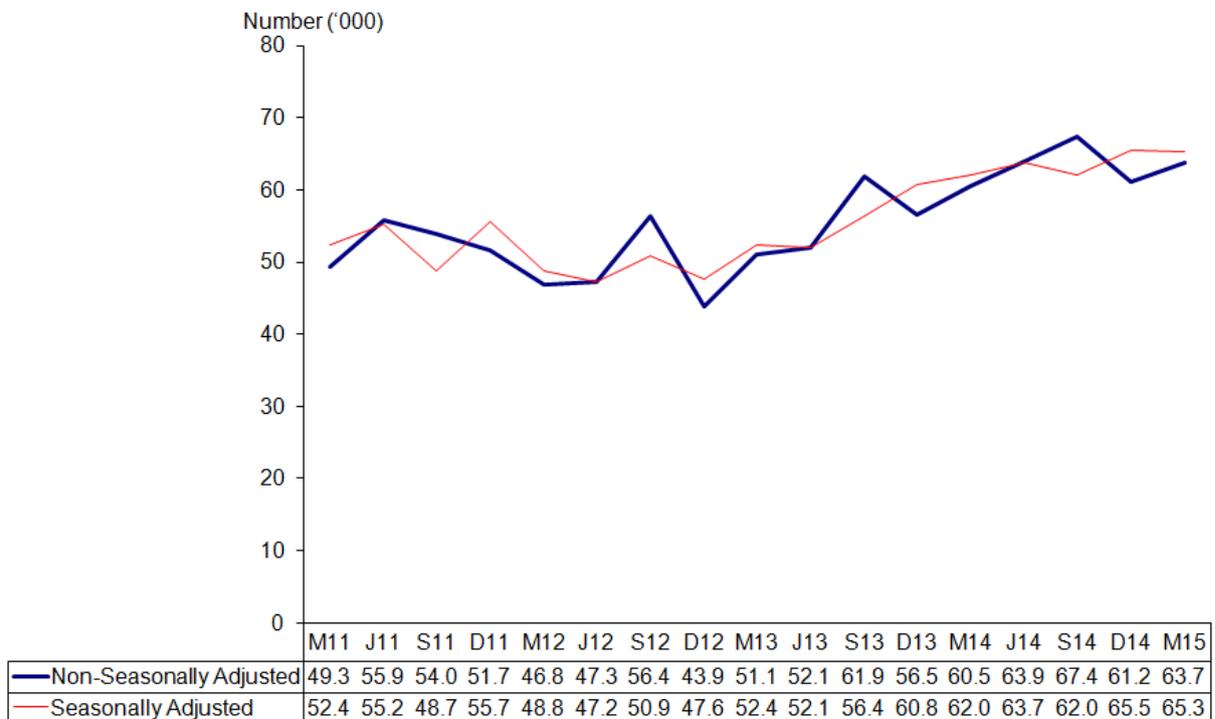
Note: Data pertain to residents who were made redundant by private sectors establishments (each with at least 25 employees) and the public sector in the third / fourth quarter of 2014 who re-entered employment by December 2014/ March 2015 respectively.

Job Vacancy

Job vacancies outnumbered job seekers

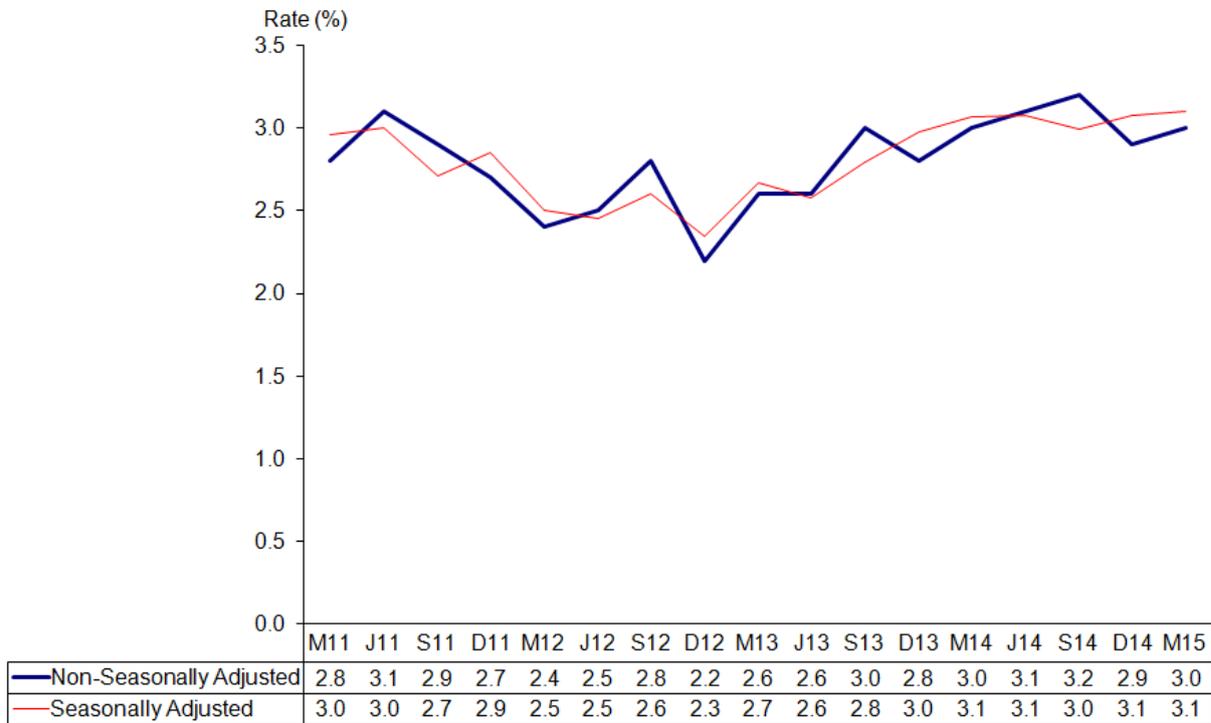
The number of job openings held steady, after rising in the preceeding quarter. The seasonally adjusted vacancies in March 2015 (65,300) was similar to a quarter ago (65,500). On a non-seasonally adjusted basis, there were 63,700 vacancies in March 2015, up 5.2% from 60,500 a year ago. These vacancies represented 3.0% of total manpower demand, unchanged from a year ago.

Chart 12: Job Vacancy



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

Chart 13: Job Vacancy Rate



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

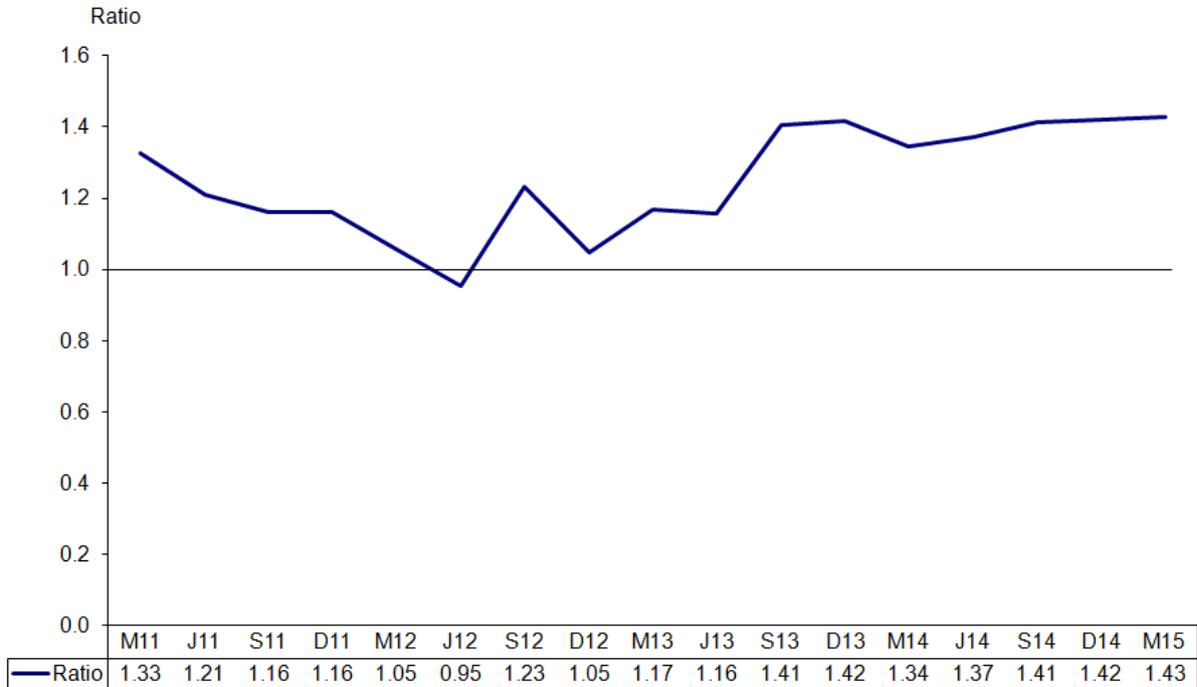
Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data have been revised using the latest set of seasonal factors and updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available years.

Vacancies were available across all skill levels. About half (49% or 31,100) of the vacancies in March 2015 were for PMETs, followed by clerical, service & sales workers (28% or 17,500) and production, transport operators, cleaners & labourers (24% or 15,000).

With fewer job seekers, the seasonally adjusted ratio of job vacancies to unemployed persons ticked up to 143 openings per 100 seekers in March 2015, from 142 in December 2014.

Chart 14: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

Notes:

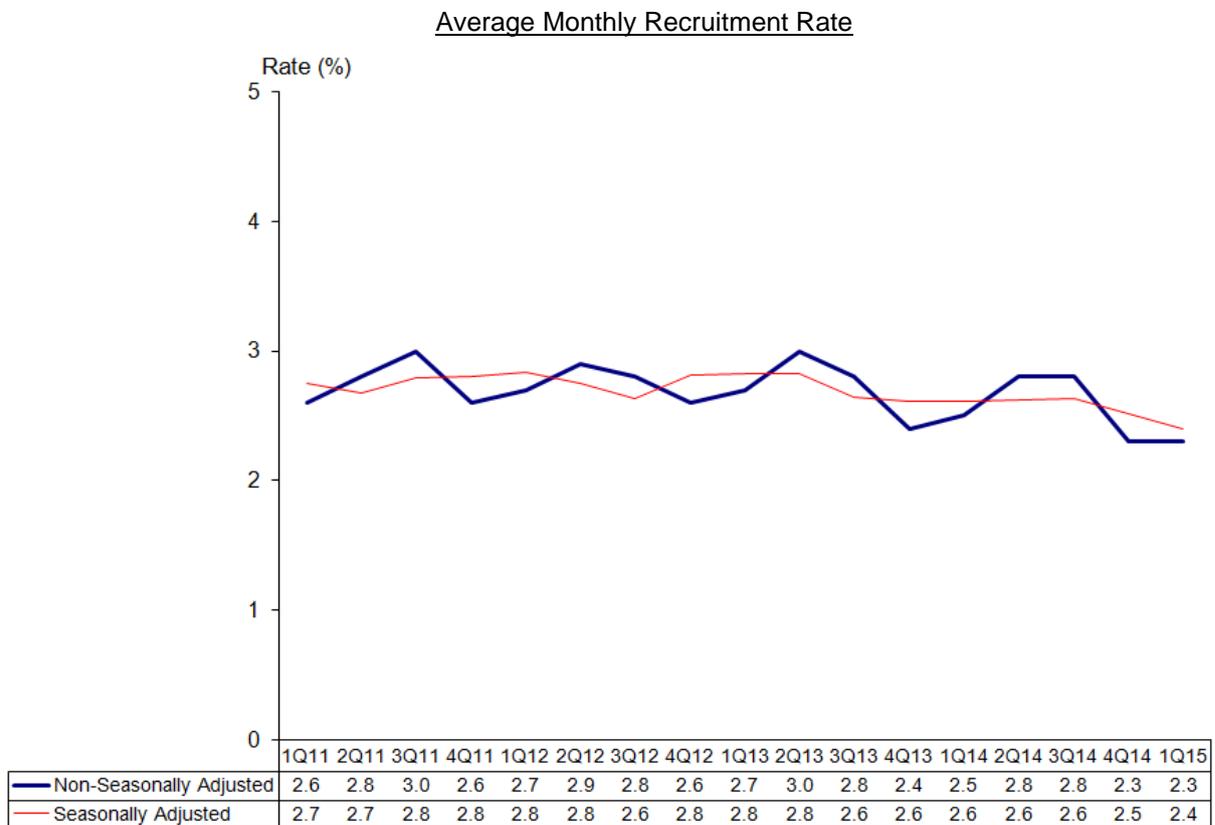
- (1) Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy are estimated assuming that private sector establishments with less than 25 employees have the same vacancy rate as those with 25-49 employees.
- (2) Data have been revised using the latest set of seasonal factors and updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available years.

Labour Turnover

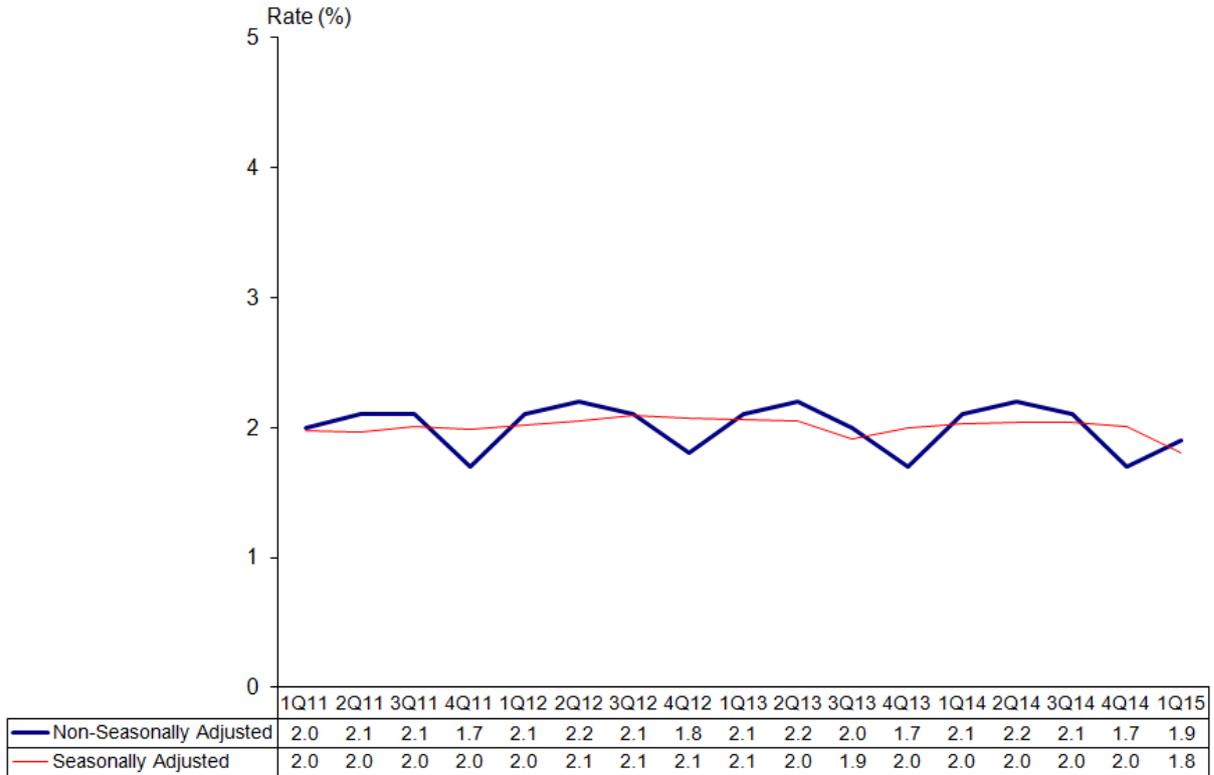
Labour turnover continued to decline in the first quarter of 2015

Labour turnover trended lower in the first quarter of 2015, to a seasonally adjusted five-year low of 2.4% for recruitment rate and 1.8% for resignation rate. Similarly, the non-seasonally adjusted rates declined over the year by 0.2%-point to 2.3% and 1.9% respectively in first quarter 2015.

Chart 15: Average Monthly Recruitment And Resignation Rates



Average Monthly Resignation Rate



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

Notes:

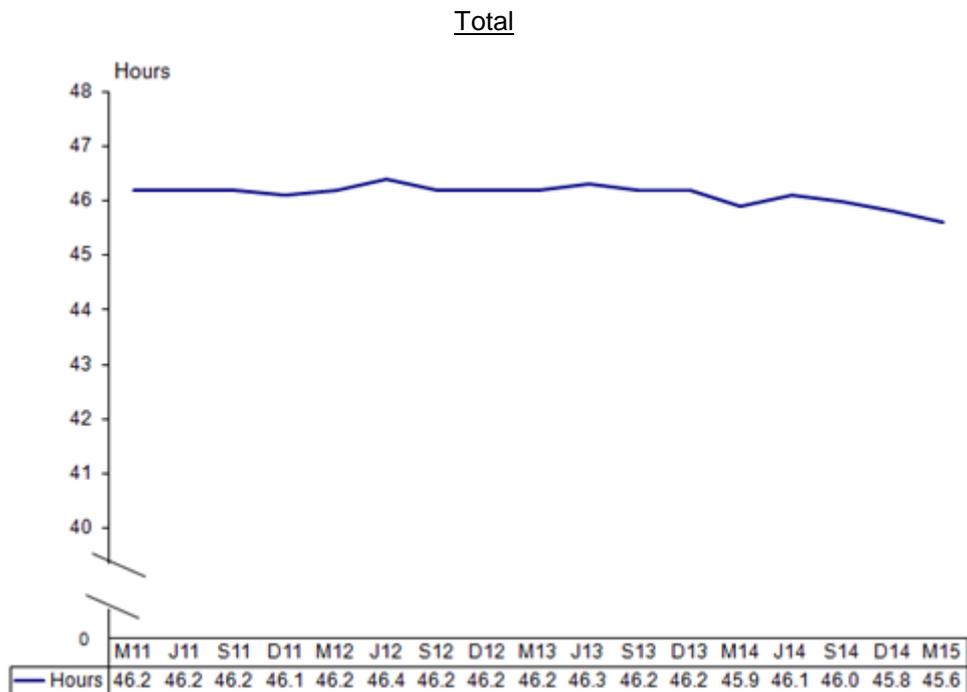
- (1) Data pertain to private establishment (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of persons who resigned / who were recruited in a month divided by the average number of employees in the establishment.
- (3) Data have been revised using the latest set of seasonal factors and updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available years.

Hours Worked

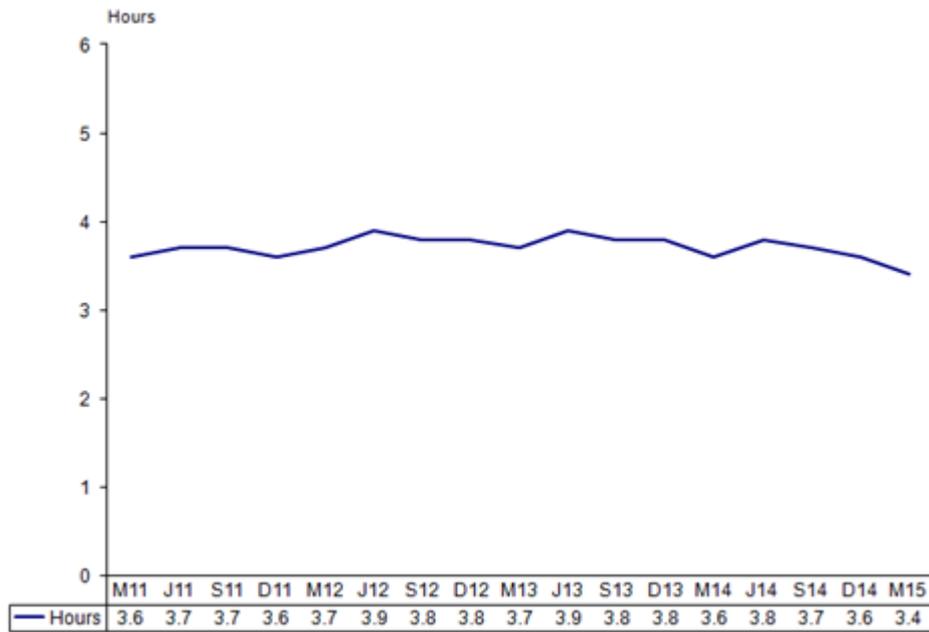
Paid hours worked per employee continued to dip

The average total weekly paid hours (45.6 hours) and paid overtime hours (3.4 hours) worked per employee declined in March 2015, compared with the previous quarter (total: 45.8; overtime: 3.6) and a year ago (total: 45.9; overtime: 3.6).

Chart 16: Average Weekly Paid Hours Worked Per Employee



Overtime



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

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

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2012	2013	2014	2014				Per Cent
								2015
				Mar	Jun	Sep	Dec	Mar
TOTAL	2.8	2.8	2.7	2.7	3.7	2.3	2.2	2.4
				(2.8)	(2.8)	(2.8)	(2.7)	(2.5)
GENDER								
Males	2.7	2.7	2.7	2.6	3.5	2.3	2.2	2.3
Females	3.1	2.9	2.9	2.9	4.1	2.4	2.3	2.6
AGE GROUP (YEARS)								
Below 30	5.1	5.2	5.2	4.4	7.2	4.3	4.7	4.5
30 - 39	2.2	2.2	2.2	2.4	3.1	1.7	1.7	1.6
40 & Over	2.3	2.2	2.2	2.3	2.9	1.9	1.6	2.0
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.6	2.4	2.5	2.8	3.5	1.8	1.8	2.0
Secondary	2.9	2.9	2.8	2.9	3.8	2.3	2.2	2.5
Post-Secondary (Non-Tertiary)	3.5	3.5	2.7	2.5	3.9	2.0	2.5	2.7
Diploma & Professional Qualification	2.8	2.7	2.9	2.9	3.6	2.6	2.4	2.4
Degree	2.7	2.8	2.9	2.5	3.9	2.7	2.4	2.6

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

() seasonally adjusted

Notes :

- 1) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.
- 2) Data have been revised using the latest set of seasonal factors and updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2012	2013	2014	2014				2015
				Mar	Jun	Sep	Dec	Mar
				TOTAL	60.0	59.8	61.2	59.3
				(61.6)	(60.9)	(62.2)	(61.2)	(56.5)
GENDER								
Males	31.2	32.1	31.8	30.9	41.6	27.6	27.2	28.0
Females	28.8	27.7	29.4	28.4	40.2	25.1	24.0	26.5
AGE GROUP (YEARS)								
Below 30	21.1	21.3	22.1	18.1	29.5	19.1	21.6	20.0
30 - 39	11.9	11.2	11.5	12.2	15.5	9.1	9.0	8.4
40 & Over	27.1	27.3	27.7	29.0	36.7	24.4	20.7	26.1
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	11.9	10.7	11.1	12.2	14.8	8.5	8.8	8.8
Secondary	12.4	11.9	11.6	12.9	14.7	9.4	9.3	10.9
Post-Secondary (Non-Tertiary)	7.7	7.9	6.4	5.5	9.9	4.6	5.7	6.5
Diploma & Professional Qualification	11.1	10.7	12.1	12.2	15.2	10.7	10.2	10.3
Degree	17.0	18.6	20.1	16.5	27.2	19.4	17.2	18.0

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

() seasonally adjusted

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

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2012	2013	2014	2014				Per Cent
								2015
				Mar	Jun	Sep	Dec	Mar
TOTAL	0.6	0.6	0.6	0.6	0.6	0.5	0.5	0.5
GENDER								
Males	0.7	0.7	0.6	0.7	0.7	0.6	0.5	0.6
Females	0.6	0.5	0.5	0.4	0.6	0.4	0.4	0.4
AGE GROUP (YEARS)								
Below 30	0.5	0.6	0.5	0.4	0.6	0.4	0.4	0.5
30 - 39	0.5	0.5	0.4	0.5	0.4	0.2	0.3	0.4
40 & Over	0.7	0.7	0.6	0.7	0.7	0.6	0.5	0.5
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	0.6	0.5	0.5	0.6	0.6	0.5	0.3	0.3
Secondary	0.6	0.6	0.5	0.6	0.6	0.5	0.3	0.3
Post-Secondary (Non-Tertiary)	0.7	0.7	0.6	0.7	0.6	0.2	0.7	0.5
Diploma & Professional Qualification	0.6	0.6	0.5	0.6	0.4	0.5	0.5	0.4
Degree	0.6	0.8	0.6	0.5	0.8	0.5	0.6	0.7

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

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

1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2012	2013	2014	2014				2015
				Mar	Jun	Sep	Dec	Mar
				TOTAL	12.6	13.4	12.1	12.9
GENDER								
Males	7.4	8.3	7.5	8.8	8.1	6.7	6.6	6.9
Females	5.2	5.1	4.5	4.1	5.8	4.1	4.1	4.3
AGE GROUP (YEARS)								
Below 30	2.3	2.4	2.0	1.8	2.4	1.9	1.9	2.2
30 - 39	2.4	2.7	1.8	2.3	2.1	1.2	1.7	2.1
40 & Over	8.0	8.3	8.2	8.7	9.4	7.8	7.1	6.9
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.5	2.1	2.2	2.6	2.4	2.2	1.7	1.4
Secondary	2.7	2.3	2.2	2.7	2.5	2.2	1.3	1.5
Post-Secondary (Non-Tertiary)	1.5	1.6	1.2	1.5	1.4	0.4	1.5	1.1
Diploma & Professional Qualification	2.1	2.5	2.1	2.3	1.8	2.1	2.1	1.9
Degree	3.8	5.1	4.3	3.7	5.7	3.9	4.1	5.2

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

Notes :

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

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2010)	Total Employment Change								Total Employment Level in Mar 2015
	2012	2013	2014	2014				2015	
				1Q	2Q	3Q	4Q		
TOTAL	129.1	136.2	130.1	28.3	27.7	33.4	40.7	-6.1	3 617.8
C10-32 MANUFACTURING	11.4	5.3	-4.4	-1.4	-2.1	0.5	-1.4	-6.9	529.0
C10-12 Food, Beverages & Tobacco	1.8	2.1	2.0	0.4	0.6	0.7	0.4	0.5	42.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.0	-1.3	-0.6	0.1	-0.1	-0.2	-0.4	-1.2	36.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	11.1	1.4	-3.1	-0.4	-1.4	-0.2	-1.0	-3.3	58.9
C25,28 Fabricated Metal Products, Machinery & Equipment	1.7	0.7	0.3	0.2	0.7	-0.1	-0.5	-1.5	107.8
C26 Electronic, Computer & Optical Products	-3.1	-2.5	-0.9	-1.4	-0.5	0.9	0.1	-0.3	88.7
C29-30 Transport Equipment	0.5	4.1	-3.4	-0.4	-1.9	-0.9	-0.1	-1.0	132.4
Other Manufacturing Industries	0.4	0.8	1.4	0.2	0.6	0.3	0.3	-0.1	62.5
F41-43 CONSTRUCTION	39.1	35.2	14.3	4.7	4.4	3.7	1.5	-3.6	487.8
G-U SERVICES	77.0	94.1	119.7	24.9	25.2	29.4	40.1	4.3	2 573.9
G46-47 WHOLESALE AND RETAIL TRADE	10.1	13.1	20.5	2.3	2.0	5.0	11.1	-4.5	495.7
G46 Wholesale Trade	3.1	9.2	10.5	2.5	1.4	2.0	4.6	0.3	327.4
G47 Retail Trade	7.0	3.9	10.0	-0.2	0.6	3.0	6.6	-4.8	168.3
H49-53 TRANSPORTATION AND STORAGE	8.6	8.8	7.5	1.9	2.6	1.1	2.0	1.4	235.4
H49,5221 Land Transport & Supporting Services	2.5	2.7	2.8	0.5	0.6	0.9	0.8	0.6	91.1
H50,5222,5225 Water Transport & Supporting Services	0.6	2.2	2.2	0.4	1.1	0.2	0.5	0.6	51.8
H51,5223 Air Transport & Supporting Services	2.1	1.5	-0.3	-	-0.1	-0.5	0.4	-0.1	28.7
Other Transportation & Storage Services	3.5	2.5	2.8	0.9	1.0	0.5	0.3	0.2	63.8
I55-56 ACCOMMODATION AND FOOD SERVICES	8.0	9.7	9.1	-0.1	1.1	2.3	5.9	-1.8	234.1
I55 Accommodation	1.5	0.4	-0.1	-0.4	-0.5	1.5	-0.7	-0.7	34.7
I56 Food & Beverage Services	6.5	9.3	9.2	0.3	1.6	0.8	6.5	-1.1	199.4
J58-63 INFORMATION AND COMMUNICATIONS	0.9	8.1	6.4	1.0	1.4	2.5	1.6	1.1	121.1
J58-61 Telecommunications, Broadcasting & Publishing	-0.8	2.8	1.3	0.3	0.5	0.3	0.3	0.1	41.2
J62-63 IT & Other Information Services	1.7	5.4	5.1	0.7	0.9	2.2	1.3	1.0	79.9
K64-66 FINANCIAL AND INSURANCE SERVICES	6.5	4.6	9.3	2.4	1.3	3.8	1.8	0.8	197.7
K64 & 66 (excl.662) Financial Services	5.4	3.9	6.1	1.9	0.3	2.7	1.2	1.1	164.5
K65 & 662 Insurance Services	1.1	0.7	3.2	0.5	1.0	1.1	0.5	-0.3	33.3
L68 REAL ESTATE SERVICES	4.8	0.4	6.9	1.9	1.8	2.7	0.5	-1.9	93.8
M69-75 PROFESSIONAL SERVICES	9.0	14.9	14.0	3.0	4.0	4.5	2.4	0.7	237.0
M69-70 Legal, Accounting & Management Services	2.7	7.8	8.1	1.4	2.2	2.8	1.7	1.6	115.9
M71 Architectural & Engineering Services	3.6	4.0	0.3	0.3	0.1	0.5	-0.6	-0.7	64.1
Other Professional Services	2.7	3.2	5.5	1.3	1.6	1.3	1.3	-0.2	57.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	8.7	11.4	13.6	1.9	5.3	0.9	5.4	2.0	202.9
N80 Security & Investigation	2.3	1.3	2.6	0.7	0.6	0.9	0.4	0.3	40.5
N81 Cleaning & Landscaping	3.7	3.0	3.3	-0.8	1.9	1.0	1.2	1.0	51.4
Other Administrative & Support Services	2.7	7.1	7.7	2.0	2.9	-0.9	3.7	0.6	111.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	20.4	23.1	32.4	10.7	5.8	6.5	9.5	6.5	756.2
O84,P85 Public Administration & Education	9.9	6.3	8.9	4.5	0.1	1.3	2.9	2.9	237.0
Q86-88 Health & Social Services	9.0	8.5	8.5	2.0	2.6	1.8	2.2	1.5	130.9
R90-93 Arts, Entertainment & Recreation	-1.6	-1.2	2.1	0.4	0.6	0.2	0.9	-0.4	55.1
S,T,U Other Community, Social & Personal Services	3.0	9.6	12.9	3.8	2.5	3.2	3.5	2.6	333.2
A,B,D,E,V OTHERS*	1.5	1.5	0.5	0.1	0.1	-0.2	0.5	0.1	27.0

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

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) 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.
- 3) 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	2014				2015
					1Q	2Q	3Q	4Q	1Q
TOTAL		11 010	11 560	12 930	3 110	2 410	3 500	3 910	3 500
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	4 050	5 000	3 970	820	710	1 270	1 180	950
C10-12	Food, Beverages & Tobacco	30	40	120	50	-	-	70	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	590	380	150	70	20	10	50	330
C19-21	Petroleum, Chemical & Pharmaceutical Products	240	220	170	60	30	40	30	40
C25,28	Fabricated Metal Products, Machinery & Equipment	750	660	1 330	190	180	700	260	280
C26	Electronic, Computer & Optical Products	1 820	2 490	1 300	190	240	190	670	220
C29-30	Transport Equipment	130	220	460	60	70	300	20	40
	Other Manufacturing Industries	510	980	460	200	160	20	80	40
F41-43	CONSTRUCTION	650	1 120	1 690	400	280	210	800	610
G-U	SERVICES	6 300	5 430	7 260	1 890	1 420	2 030	1 930	1 930
G46-47	WHOLESALE AND RETAIL TRADE	1 830	1 280	2 190	460	370	670	700	490
G46	Wholesale Trade	1 270	1 180	1 490	430	360	240	460	480
G47	Retail Trade	560	100	700	30	10	430	240	10
H49-53	TRANSPORTATION AND STORAGE	280	450	470	120	110	130	110	110
H49,5221	Land Transport & Supporting Services	10	10	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	150	140	210	80	80	30	30	50
H51,5223	Air Transport & Supporting Services	10	100	20	10	-	-	10	-
	Other Transportation & Storage Services	110	200	240	40	30	100	70	70
I55-56	ACCOMMODATION AND FOOD SERVICES	270	220	380	270	40	20	50	70
I55	Accommodation	100	10	240	240	-	-	-	-
I56	Food & Beverage Services	170	210	140	30	40	20	50	70
J58-63	INFORMATION AND COMMUNICATIONS	710	800	790	330	140	140	170	170
J58-61	Telecommunications, Broadcasting & Publishing	340	480	350	120	60	90	90	50
J62-63	IT & Other Information Services	370	330	440	220	80	50	90	120
K64-66	FINANCIAL AND INSURANCE SERVICES	1 380	1 270	1 350	250	360	370	360	430
K64 & 66 (excl.662)	Financial Services	1 310	1 230	1 280	250	340	340	360	430
K65 & 662	Insurance Services	80	40	60	-	20	30	-	-
L68	REAL ESTATE SERVICES	60	30	90	10	50	30	-	-
M69-75	PROFESSIONAL SERVICES	1 230	960	1 520	330	270	460	470	460
M69-70	Legal, Accounting & Management Services	560	590	1 030	250	230	340	210	190
M71	Architectural & Engineering Services	470	240	350	50	20	80	210	230
	Other Professional Services	200	120	140	40	20	40	50	40
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	300	240	360	90	40	190	40	120
N80	Security & Investigation	20	-	110	40	-	70	10	-
N81	Cleaning & Landscaping	20	10	10	10	-	10	-	30
	Other Administrative & Support Services	260	230	230	50	40	110	30	90
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	240	190	130	20	40	20	40	80
O84,P85	Public Administration & Education	50	30	40	10	30	10	-	-
Q86-88	Health & Social Services	40	10	20	-	-	-	20	30
R90-93	Arts, Entertainment & Recreation	100	40	20	-	10	-	10	-
S,T,U	Other Community, Social & Personal Services	60	120	50	20	10	20	10	50
A,B,D,E,V	OTHERS*	10	10	10	-	-	-	-	10
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	5 960	6 430	6 530	1 710	1 370	1 660	1 790	1 760
	Clerical, Sales & Service Workers	1 480	1 140	1 860	430	210	660	570	340
	Production & Transport Operators, Cleaners & Labourers	3 570	4 000	4 540	970	830	1 180	1 550	1 400

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

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

- : 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, FIRST QUARTER 2015

Industry (SSIC 2010)		Reasons For Redundancy							Occupational Group			
		Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisa-tion/ 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		880	950	1 880	1 680	450	130	140	3 500	1 760	340	1 400
C10-32 MANUFACTURING		150	130	740	430	410	10	-	950	390	60	510
C10-12	Food, Beverages & Tobacco	-	-	-	-	-	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	10	490	10	300	-	-	330	10	20	300
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	10	20	20	10	-	-	40	40	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	100	110	110	120	90	10	-	280	90	20	180
C26	Electronic, Computer & Optical Products	-	-	80	250	-	-	-	220	200	20	10
C29-30	Transport Equipment	40	10	20	10	-	-	-	40	20	-	20
	Other Manufacturing Industries	-	10	30	10	-	-	-	40	30	10	-
F41-43 CONSTRUCTION		430	380	570	80	-	30	-	610	50	40	530
G-U SERVICES		300	430	580	1 180	40	90	140	1 930	1 330	240	360
G46-47	WHOLESALE AND RETAIL TRADE	60	70	70	360	30	10	10	490	340	60	80
G46	Wholesale Trade	60	70	70	350	30	10	10	480	340	60	70
G47	Retail Trade	-	-	-	10	-	-	-	10	-	-	10
H49-53	TRANSPORTATION AND STORAGE	-	60	40	30	10	10	-	110	40	20	50
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225	Water Transport & Supporting Services	-	-	-	30	10	-	-	50	20	10	20
H51,5223	Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
	Other Transportation & Storage Services	-	60	40	-	-	10	-	70	20	20	40
I55-56	ACCOMMODATION AND FOOD SERVICES	-	50	30	-	-	-	10	70	10	60	-
I55	Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	-	50	30	-	-	-	10	70	10	60	-
J58-63	INFORMATION AND COMMUNICATIONS	30	10	20	130	-	10	40	170	170	-	-
J58-61	Telecommunications, Broadcasting & Publishing	20	10	10	60	-	10	-	50	50	-	-
J62-63	IT & Other Information Services	10	-	10	80	-	-	40	120	120	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	-	10	70	410	-	30	60	430	370	30	40
K64 & 66 (excl.662)	Financial Services	-	10	70	400	-	30	60	430	370	30	40
K65 & 662	Insurance Services	-	-	-	-	-	-	-	-	-	-	-
L68	REAL ESTATE SERVICES	-	-	-	-	-	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	170	150	190	220	-	10	-	460	330	30	100
M69-70	Legal, Accounting & Management Services	20	10	20	150	-	-	-	190	180	10	-
M71	Architectural & Engineering Services	150	150	140	50	-	10	-	230	110	20	100
	Other Professional Services	-	-	20	20	-	-	-	40	30	10	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	40	40	50	30	-	20	10	120	30	30	60
N80	Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	-	20	-	-	-	10	30	-	10	20
	Other Administrative & Support Services	40	40	30	30	-	20	-	90	30	20	40
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	40	110	-	-	-	-	80	40	10	30
O84,P85	Public Administration & Education	-	-	-	-	-	-	-	-	-	-	-
Q86-88	Health & Social Services	-	-	60	-	-	-	-	30	30	-	-
R90-93	Arts, Entertainment & Recreation	-	-	-	-	-	-	-	-	-	-	-
S,T,U	Other Community, Social & Personal Services	-	40	50	-	-	-	-	50	10	10	30
A,B,D,E,V OTHERS**		-	10	-	-	-	-	-	10	10	-	-

* Not due to recession.

Source : Labour Market Survey, Manpower Research & Statistics Department, 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							
		2012	2013	2014	2014				2015
					1Q	2Q	3Q	4Q	1Q
TOTAL		9 670	10 540	10 910	2 590	2 010	3 110	3 200	2 940
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	3 710	4 830	3 350	810	490	1 040	1 000	920
C10-12	Food, Beverages & Tobacco	10	20	120	40	-	-	70	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	540	360	150	70	20	-	50	320
C19-21	Petroleum, Chemical & Pharmaceutical Products	230	210	160	60	30	40	30	40
C25,28	Fabricated Metal Products, Machinery & Equipment	670	650	1 060	190	140	630	100	270
C26	Electronic, Computer & Optical Products	1 750	2 480	1 290	190	240	190	670	220
C29-30	Transport Equipment	40	150	280	60	50	160	10	40
	Other Manufacturing Industries	480	970	290	190	10	20	70	40
F41-43	CONSTRUCTION	450	710	990	160	200	170	460	260
G-U	SERVICES	5 500	4 980	6 560	1 610	1 320	1 900	1 730	1 750
G46-47	WHOLESALE AND RETAIL TRADE	1 780	1 250	2 090	440	360	630	660	480
G46	Wholesale Trade	1 230	1 150	1 390	410	350	210	420	470
G47	Retail Trade	560	100	700	30	10	420	240	10
H49-53	TRANSPORTATION AND STORAGE	260	320	390	100	100	120	70	90
H49,5221	Land Transport & Supporting Services	-	10	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	150	120	190	70	80	30	30	30
H51,5223	Air Transport & Supporting Services	10	20	20	-	-	-	10	-
	Other Transportation & Storage Services	100	180	180	30	20	90	40	60
I55-56	ACCOMMODATION AND FOOD SERVICES	230	200	370	270	30	20	50	70
I55	Accommodation	100	10	240	240	-	-	-	-
I56	Food & Beverage Services	140	190	120	30	30	20	50	70
J58-63	INFORMATION AND COMMUNICATIONS	580	750	570	190	130	120	140	170
J58-61	Telecommunications, Broadcasting & Publishing	340	470	350	110	60	90	90	50
J62-63	IT & Other Information Services	240	280	230	80	70	30	50	120
K64-66	FINANCIAL AND INSURANCE SERVICES	1 360	1 250	1 330	250	360	360	360	400
K64 & 66 (excl.662)	Financial Services	1 290	1 220	1 270	250	340	340	350	400
K65 & 662	Insurance Services	80	40	50	-	20	30	-	-
L68	REAL ESTATE SERVICES	30	10	90	10	50	30	-	-
M69-75	PROFESSIONAL SERVICES	870	900	1 410	310	260	450	390	390
M69-70	Legal, Accounting & Management Services	540	590	1 020	250	230	340	200	190
M71	Architectural & Engineering Services	130	180	270	30	20	70	150	160
	Other Professional Services	200	120	130	30	20	40	50	40
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	170	140	220	30	20	150	30	90
N80	Security & Investigation	-	-	80	-	-	70	10	-
N81	Cleaning & Landscaping	20	10	10	-	-	10	-	20
	Other Administrative & Support Services	140	130	130	20	20	70	20	70
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	230	170	100	20	20	20	40	80
O84,P85	Public Administration & Education	50	20	20	10	10	10	-	-
Q86-88	Health & Social Services	40	10	20	-	-	-	20	30
R90-93	Arts, Entertainment & Recreation	100	20	20	-	10	-	10	-
S,T,U	Other Community, Social & Personal Services	50	120	50	20	10	20	10	40
A,B,D,E,V	OTHERS*	10	10	10	-	-	-	-	10
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	5 550	6 110	5 990	1 500	1 300	1 500	1 690	1 710
	Clerical, Sales & Service Workers	1 390	1 040	1 710	380	180	630	520	340
	Production & Transport Operators, Cleaners & Labourers	2 720	3 380	3 210	700	530	980	990	890

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

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

- : 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							
		2012	2013	2014	2014				2015
					1Q	2Q	3Q	4Q	1Q
TOTAL		1 340	1 030	2 020	520	390	390	710	570
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	340	160	620	10	220	230	170	30
C10-12	Food, Beverages & Tobacco	10	10	-	-	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	50	20	-	-	-	-	-	10
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	10	10	-	-	-	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	80	20	270	-	40	70	150	20
C26	Electronic, Computer & Optical Products	70	20	-	-	-	-	-	-
C29-30	Transport Equipment	90	70	170	-	20	150	10	-
	Other Manufacturing Industries	30	10	170	-	150	-	10	-
F41-43	CONSTRUCTION	200	410	700	240	80	40	340	350
G-U	SERVICES	800	450	700	280	100	130	200	180
G46-47	WHOLESALE AND RETAIL TRADE	50	40	100	20	10	30	30	10
G46	Wholesale Trade	50	30	100	20	10	30	30	10
G47	Retail Trade	-	-	-	-	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	20	130	80	30	10	10	40	30
H49,5221	Land Transport & Supporting Services	-	-	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	-	20	10	10	-	-	-	20
H51,5223	Air Transport & Supporting Services	-	80	-	-	-	-	-	-
	Other Transportation & Storage Services	20	20	60	10	10	10	30	10
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	140	10	20	40	-
J58-61	Telecommunications, Broadcasting & Publishing	-	10	10	-	-	-	-	-
J62-63	IT & Other Information Services	130	40	210	140	10	20	40	-
K64-66	FINANCIAL AND INSURANCE SERVICES	20	10	20	-	-	10	10	30
K64 & 66 (excl.662)	Financial Services	20	10	10	-	-	-	10	30
K65 & 662	Insurance Services	-	-	10	-	-	10	-	-
L68	REAL ESTATE SERVICES	30	20	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	360	60	110	20	-	10	70	70
M69-70	Legal, Accounting & Management Services	20	-	20	-	-	-	10	-
M71	Architectural & Engineering Services	340	60	90	10	-	10	60	70
	Other Professional Services	-	-	10	-	-	-	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	130	100	140	60	20	40	10	30
N80	Security & Investigation	10	-	40	40	-	-	-	-
N81	Cleaning & Landscaping	-	-	-	-	-	-	-	10
	Other Administrative & Support Services	120	90	100	30	20	40	10	20
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	20	20	30	-	20	-	-	10
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	210	70	160	110	50
	Clerical, Sales & Service Workers	80	100	140	50	20	30	40	10
	Production & Transport Operators, Cleaners & Labourers	840	610	1 330	270	300	200	570	510

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

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

- : 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	2014				2015
				1Q	2Q	3Q	4Q	1Q
<u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	3 050	980	260	110	200	160	560	800
SECTOR								
Manufacturing	1 370	900	130	70	160	130	140	400
Construction	10	20	100	30	10	10	340	340
Services	1 680	70	30	10	30	20	80	70
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 600	180	40	20	40	20	80	110
Clerical, Sales & Service Workers	150	20	10	10	20	10	10	20
Production & Transport Operators, Cleaners & Labourers	1 310	780	210	90	140	130	470	680
<u>WORKERS ON SHORT WORK-WEEK</u>								
TOTAL	3 020	960	150	80	170	150	220	550
SECTOR								
Manufacturing	1 360	890	120	70	160	130	120	390
Construction	-	10	20	-	-	-	60	100
Services	1 670	60	20	10	10	20	40	60
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1 590	170	30	20	30	20	40	90
Clerical, Sales & Service Workers	140	20	10	10	20	10	10	20
Production & Transport Operators, Cleaners & Labourers	1 290	770	120	60	120	110	170	440
<u>WORKERS ON TEMPORARY LAY-OFF</u>								
TOTAL	30	20	100	30	20	20	340	260
SECTOR								
Manufacturing	20	10	10	-	-	-	20	10
Construction	-	10	80	30	10	10	290	240
Services	10	10	10	-	20	-	40	10
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	10	10	10	-	-	40	20
Clerical, Sales & Service Workers	-	-	-	-	-	-	-	-
Production & Transport Operators, Cleaners & Labourers	20	10	90	30	20	20	300	240

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

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

- : 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	2014				2015
			1Q	2Q	3Q	4Q	1Q
TOTAL	52.7	54.6	50.5	53.3	55.3	59.2	57.0
GENDER							
Males	51.2	51.6	50.9	51.3	51.2	53.0	54.0
Females	54.7	57.9	49.9	55.9	59.5	66.4	59.9
AGE GROUP (YEARS)							
Below 30	63.7	66.4	67.1	62.5	70.6	65.3	71.2
30 - 39	59.6	60.0	54.2	57.8	65.4	62.4	60.0
40 & Over	48.0	50.8	47.0	50.5	49.4	56.3	53.0
HIGHEST QUALIFICATION ATTAINED							
Below Secondary	61.4	63.0	53.8	60.4	66.1	71.6	68.0
Secondary	57.8	63.8	61.0	67.3	60.5	66.2	66.4
Post-Secondary (Non-Tertiary)	55.5	60.9	55.7	63.2	55.6	69.2	67.6
Diploma & Professional Qualification	52.8	56.8	50.2	59.5	62.4	54.9	55.3
Degree	47.3	45.6	43.6	43.3	46.7	48.6	46.2
OCCUPATIONAL GROUP PRIOR TO REDUNDANCY							
Professionals, Managers, Executives & Technicians	47.8	48.6	45.6	47.0	50.7	50.9	48.9
Clerical, Sales & Service Workers	61.4	67.1	57.5	70.6	65.6	74.9	79.1
Production & Transport Operators, Cleaners & Labourers	63.7	66.1	57.8	62.6	69.5	74.6	60.6

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

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.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2012	2013	2014	2014				2015
				Mar	Jun	Sep	Dec	Mar
TOTAL	48.6	55.4	63.3	60.5	63.9	67.4	61.2	63.7
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	7.1	7.8	8.5	8.2	8.9	9.2	7.6	7.8
C10-12 Food, Beverages & Tobacco	0.5	0.7	0.8	0.8	0.5	1.1	0.8	0.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	0.5	0.5	0.5	0.6	0.4	0.5	0.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.5	0.5	0.6	0.5	0.6	0.5	0.6
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.0	2.1	1.8	2.1	2.5	2.0	1.7
C26 Electronic, Computer & Optical Products	1.7	1.7	2.1	2.1	2.6	2.0	1.7	2.6
C29-30 Transport Equipment	1.3	1.5	1.7	1.7	1.8	1.8	1.5	1.1
Other Manufacturing Industries	0.6	0.9	0.7	0.7	0.8	0.8	0.6	0.7
F41-43 CONSTRUCTION	3.4	3.8	3.6	3.5	3.5	3.8	3.6	3.2
G-U SERVICES	37.3	43.2	50.7	48.4	50.9	53.7	49.5	52.3
G46-47 WHOLESALE AND RETAIL TRADE	5.9	7.0	7.9	7.6	7.6	9.1	7.4	7.5
G46 Wholesale Trade	3.1	3.5	4.1	3.8	3.9	4.6	3.9	4.5
G47 Retail Trade	2.8	3.4	3.9	3.8	3.7	4.5	3.5	2.9
H49-53 TRANSPORTATION AND STORAGE	3.3	3.8	4.2	4.1	4.5	4.1	4.1	4.5
H49,5221 Land Transport & Supporting Services	0.9	0.9	1.1	1.1	1.2	1.0	1.1	1.0
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.9	0.8	0.9	1.1	0.6	0.6	0.7
H51,5223 Air Transport & Supporting Services	1.1	1.0	0.9	0.7	0.8	0.9	1.1	1.3
Other Transportation & Storage Services	0.9	1.0	1.4	1.4	1.4	1.5	1.3	1.5
I55-56 ACCOMMODATION AND FOOD SERVICES	4.9	6.2	7.4	6.7	7.0	8.3	7.6	7.5
I55 Accommodation	1.1	1.5	1.8	1.6	1.8	1.9	1.9	1.8
I56 Food & Beverage Services	3.8	4.7	5.6	5.1	5.1	6.4	5.7	5.7
J58-63 INFORMATION AND COMMUNICATIONS	1.5	1.7	2.4	2.3	2.2	2.5	2.6	2.4
J58-61 Telecommunications, Broadcasting & Publishing	0.6	0.6	0.6	0.6	0.6	0.6	0.7	0.6
J62-63 IT & Other Information Services	0.9	1.1	1.8	1.6	1.6	1.9	1.9	1.8
K64-66 FINANCIAL AND INSURANCE SERVICES	2.5	2.8	3.8	3.9	4.1	3.9	3.4	3.6
K64 & 66 (excl.662) Financial Services	2.1	2.4	3.4	3.4	3.6	3.5	3.0	3.3
K65 & 662 Insurance Services	0.4	0.4	0.4	0.5	0.5	0.4	0.4	0.3
L68 REAL ESTATE SERVICES	1.8	2.1	2.3	2.3	2.2	2.5	2.0	2.3
M69-75 PROFESSIONAL SERVICES	2.5	2.9	3.5	3.1	3.0	4.0	4.1	5.0
M69-70 Legal, Accounting & Management Services	1.1	1.2	1.9	1.7	1.5	2.1	2.4	3.2
M71 Architectural & Engineering Services	0.8	1.0	0.9	0.8	0.9	1.2	0.8	0.8
Other Professional Services	0.7	0.7	0.7	0.6	0.6	0.6	0.9	0.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.7	4.4	5.4	5.4	5.3	6.0	5.1	5.5
N80 Security & Investigation	1.5	1.6	2.0	1.9	2.1	2.2	2.0	2.5
N81 Cleaning & Landscaping	1.2	1.5	1.8	1.7	1.8	1.8	1.7	1.8
Other Administrative & Support Services	1.0	1.3	1.6	1.9	1.4	1.9	1.4	1.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.2	12.4	13.7	13.0	15.1	13.4	13.2	14.0
O84,P85 Public Administration & Education	6.3	6.5	6.5	6.4	7.3	6.5	5.9	5.9
Q86-88 Health & Social Services	2.5	3.0	4.4	4.1	5.1	4.3	4.2	4.6
R90-93 Arts, Entertainment & Recreation	1.4	1.5	1.5	1.4	1.5	1.0	2.2	2.5
S,T,U Other Community, Social & Personal Services	1.0	1.4	1.2	1.1	1.2	1.5	0.9	1.0
A,B,D,E,V OTHERS*	0.8	0.6	0.5	0.4	0.5	0.6	0.5	0.4
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	20.4	23.5	28.4	26.4	29.1	29.3	28.6	31.1
Clerical, Sales & Service Workers	14.6	15.9	18.4	17.7	17.8	20.9	17.3	17.5
Production & Transport Operators, Cleaners & Labourers	13.5	16.0	16.5	16.3	17.0	17.3	15.3	15.0

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) 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	2014				2015
				Mar	Jun	Sep	Dec	Mar
TOTAL	2.5	2.7	3.0	3.0	3.1	3.2	2.9	3.0
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	1.8	1.9	2.1	2.0	2.2	2.3	1.9	2.0
C10-12 Food, Beverages & Tobacco	2.2	2.7	3.0	3.1	2.0	3.6	3.1	2.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.8	2.2	1.9	2.6	2.1	2.0	2.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.6	2.0	1.8	2.0	1.6	1.9	1.7	2.0
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	2.0	2.1	1.8	2.1	2.5	2.0	1.8
C26 Electronic, Computer & Optical Products	1.9	2.0	2.5	2.5	3.1	2.4	2.0	3.1
C29-30 Transport Equipment	1.3	1.5	1.7	1.7	1.8	1.8	1.5	1.1
Other Manufacturing Industries	1.7	2.3	1.9	1.9	2.1	2.1	1.5	1.8
F41-43 CONSTRUCTION	1.2	1.3	1.2	1.1	1.2	1.2	1.2	1.0
G-U SERVICES	3.0	3.3	3.7	3.7	3.8	3.9	3.5	3.7
G46-47 WHOLESALE AND RETAIL TRADE	2.7	3.0	3.3	3.3	3.3	3.8	2.9	3.0
G46 Wholesale Trade	2.0	2.2	2.5	2.5	2.5	2.8	2.3	2.6
G47 Retail Trade	4.4	4.9	5.1	5.0	4.9	6.0	4.5	3.9
H49-53 TRANSPORTATION AND STORAGE	2.4	2.6	2.8	2.9	3.1	2.7	2.6	2.8
H49,5221 Land Transport & Supporting Services	3.0	2.9	3.3	3.5	3.8	3.1	2.8	2.6
H50,5222, 5225 Water Transport & Supporting Services	1.4	2.5	2.2	2.4	3.1	1.7	1.5	1.9
H51,5223 Air Transport & Supporting Services	3.4	3.1	2.7	2.2	2.2	2.8	3.5	3.8
Other Transportation & Storage Services	2.1	2.2	3.1	3.3	3.1	3.3	2.8	3.2
I55-56 ACCOMMODATION AND FOOD SERVICES	4.4	5.3	5.9	5.7	6.0	6.3	5.6	5.7
I55 Accommodation	4.8	6.3	7.5	6.7	7.8	8.0	7.6	7.5
I56 Food & Beverage Services	4.2	5.1	5.5	5.5	5.6	5.9	5.2	5.3
J58-63 INFORMATION AND COMMUNICATIONS	2.4	2.8	3.5	3.5	3.5	3.6	3.6	3.4
J58-61 Telecommunications, Broadcasting & Publishing	2.4	2.3	2.3	2.5	2.4	2.1	2.4	2.0
J62-63 IT & Other Information Services	2.5	3.1	4.3	4.2	4.1	4.5	4.4	4.3
K64-66 FINANCIAL AND INSURANCE SERVICES	2.0	2.2	2.9	3.0	3.1	2.9	2.6	2.7
K64 & 66 (excl.662) Financial Services	1.9	2.1	2.9	2.9	3.1	3.0	2.6	2.8
K65 & 662 Insurance Services	2.8	2.9	2.8	3.4	2.9	2.5	2.6	2.1
L68 REAL ESTATE SERVICES	3.1	3.5	3.9	3.9	3.7	4.4	3.4	3.9
M69-75 PROFESSIONAL SERVICES	2.0	2.2	2.7	2.4	2.3	2.9	3.0	3.7
M69-70 Legal, Accounting & Management Services	1.9	1.9	3.0	2.7	2.4	3.3	3.6	5.0
M71 Architectural & Engineering Services	1.7	2.0	1.9	1.7	1.9	2.5	1.7	1.6
Other Professional Services	3.0	3.5	3.3	3.5	3.2	2.8	3.9	4.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.5	3.8	4.5	4.6	4.5	4.7	4.1	4.3
N80 Security & Investigation	4.3	4.2	5.0	4.5	5.1	5.5	4.9	5.9
N81 Cleaning & Landscaping	3.1	3.7	4.3	4.5	4.7	4.2	4.0	4.0
Other Administrative & Support Services	2.9	3.5	4.1	4.8	3.6	4.6	3.4	3.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	3.6	3.9	4.1	4.0	4.6	4.0	3.9	4.1
O84,P85 Public Administration & Education	3.9	3.9	3.9	3.8	4.3	3.9	3.4	3.4
Q86-88 Health & Social Services	3.2	3.6	4.8	4.5	5.5	4.6	4.5	4.8
R90-93 Arts, Entertainment & Recreation	3.4	3.8	3.8	3.5	3.7	2.4	5.3	5.9
S,T,U Other Community, Social & Personal Services	3.3	4.5	4.1	4.0	4.3	4.8	3.2	3.3
A,B,D,E,V OTHERS*	4.1	3.2	2.5	2.2	2.4	3.0	2.3	2.1
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	2.5	2.7	3.0	2.9	3.2	3.1	2.9	3.2
Clerical, Sales & Service Workers	3.4	3.8	4.3	4.2	4.3	4.7	4.1	4.1
Production & Transport Operators, Cleaners & Labourers	1.9	2.2	2.3	2.3	2.4	2.3	2.1	2.1

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

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

Notes :

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

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, FIRST QUARTER 2015

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	63.7	3.0	31.1	3.2	17.5	4.1	15.0	2.1
C10-32 MANUFACTURING	7.8	2.0	3.9	2.5	0.6	2.0	3.3	1.6
C10-12 Food, Beverages & Tobacco	0.6	2.4	0.1	2.4	0.2	2.6	0.3	2.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	2.0	0.1	1.5	-	-	0.3	2.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.6	2.0	0.4	2.0	-	-	0.1	2.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.7	1.8	0.8	2.3	0.2	2.2	0.8	1.4
C26 Electronic, Computer & Optical Products	2.6	3.1	1.7	3.7	-	-	0.9	2.5
C29-30 Transport Equipment	1.1	1.1	0.5	1.7	0.1	1.2	0.6	0.8
Other Manufacturing Industries	0.7	1.8	0.2	2.1	0.1	2.0	0.4	1.7
F41-43 CONSTRUCTION	3.2	1.0	1.2	1.9	0.2	1.1	1.8	0.8
G-U SERVICES	52.3	3.7	25.8	3.4	16.7	4.4	9.8	3.6
G46-47 WHOLESAL AND RETAIL TRADE	7.5	3.0	3.3	2.8	3.2	3.6	1.0	2.2
G46 Wholesale Trade	4.5	2.6	3.0	2.9	0.8	2.3	0.7	2.0
G47 Retail Trade	2.9	3.9	0.3	2.3	2.3	4.6	0.3	2.9
H49-53 TRANSPORTATION AND STORAGE	4.5	2.8	0.9	2.0	1.4	3.4	2.2	3.0
H49,5221 Land Transport & Supporting Services	1.0	2.6	0.1	1.5	0.2	4.0	0.7	2.6
H50,5222,5225 Water Transport & Supporting Services	0.7	1.9	0.3	1.5	0.1	1.1	0.4	2.4
H51,5223 Air Transport & Supporting Services	1.3	3.8	0.2	2.8	0.9	4.1	0.1	3.8
Other Transportation & Storage Services	1.5	3.2	0.3	2.4	0.2	2.5	0.9	3.9
I55-56 ACCOMMODATION AND FOOD SERVICES	7.5	5.7	0.9	3.7	4.9	5.7	1.7	7.8
I55 Accommodation	1.8	7.5	0.3	4.1	0.8	8.1	0.7	10.2
I56 Food & Beverage Services	5.7	5.3	0.6	3.6	4.1	5.4	1.0	6.7
J58-63 INFORMATION AND COMMUNICATIONS	2.4	3.4	2.2	3.6	0.1	1.5	0.1	3.2
J58-61 Telecommunications, Broadcasting & Publishing	0.6	2.0	0.5	2.1	0.1	1.4	-	-
J62-63 IT & Other Information Services	1.8	4.3	1.7	4.6	-	-	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	3.6	2.7	3.4	2.8	0.2	1.7	-	-
K64 & 66 (excl.662) Financial Services	3.3	2.8	3.1	2.9	0.1	1.4	-	-
K65 & 662 Insurance Services	0.3	2.1	0.2	2.0	0.1	2.5	-	-
L68 REAL ESTATE SERVICES	2.3	3.9	0.5	2.6	0.3	3.9	1.4	4.8
M69-75 PROFESSIONAL SERVICES	5.0	3.7	4.3	4.2	0.4	3.2	0.2	1.2
M69-70 Legal, Accounting & Management Services	3.2	5.0	2.8	5.4	0.3	3.1	0.1	3.1
M71 Architectural & Engineering Services	0.8	1.6	0.6	2.0	-	-	0.1	0.7
Other Professional Services	0.9	4.2	0.8	4.3	0.1	6.2	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.5	4.3	0.8	3.3	2.6	5.4	2.2	3.9
N80 Security & Investigation	2.5	5.9	0.1	3.0	2.2	5.8	0.2	14.7
N81 Cleaning & Landscaping	1.8	4.0	-	1.6	-	-	1.7	4.3
Other Administrative & Support Services	1.3	3.0	0.7	3.6	0.3	4.1	0.3	1.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	14.0	4.1	9.5	3.8	3.5	5.0	1.0	4.2
O84,P85 Public Administration & Education	5.9	3.4	5.3	3.5	0.5	3.1	0.1	1.4
Q86-88 Health & Social Services	4.6	4.8	3.1	4.7	1.3	5.3	0.2	4.2
R90-93 Arts, Entertainment & Recreation	2.5	5.9	0.7	4.3	1.3	6.4	0.5	8.7
S,T,U Other Community, Social & Personal Services	1.0	3.3	0.4	2.8	0.3	4.0	0.3	3.4
A,B,D,E,V OTHERS*	0.4	2.1	0.3	2.4	-	-	0.1	1.5

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

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

- : 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	2014				2015
					1Q	2Q	3Q	4Q	1Q
TOTAL		2.8	2.7	2.6	2.5	2.8	2.8	2.3	2.3
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	1.9	1.9	1.8	1.7	1.9	2.0	1.5	1.5
C10-12	Food, Beverages & Tobacco	3.1	3.2	3.1	2.8	3.0	3.5	3.2	2.6
C17,18,22	Paper / Rubber / Plastic Products & Printing	2.1	1.8	1.8	2.1	2.0	2.0	1.3	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.6	1.8	1.8	1.7	1.7	2.4	1.3	1.2
C25,28	Fabricated Metal Products, Machinery & Equipment	2.2	1.9	1.9	2.2	1.9	2.0	1.5	1.3
C26	Electronic, Computer & Optical Products	1.6	1.5	1.7	1.4	2.0	2.1	1.4	1.6
C29-30	Transport Equipment	1.5	1.8	1.3	1.2	1.4	1.4	1.3	1.4
	Other Manufacturing Industries	2.2	2.0	2.0	1.9	2.3	2.1	1.6	1.8
F41-43	CONSTRUCTION	3.4	3.3	2.6	2.5	3.1	2.7	2.4	2.3
G-U	SERVICES	2.9	2.8	2.8	2.7	3.0	3.0	2.6	2.6
G46-47	WHOLESALE AND RETAIL TRADE	3.4	3.5	3.1	3.1	3.6	2.9	3.0	2.5
G46	Wholesale Trade	2.8	2.8	2.4	2.3	2.8	2.4	2.1	1.9
G47	Retail Trade	4.9	5.1	4.8	4.7	5.3	4.2	5.1	3.9
H49-53	TRANSPORTATION AND STORAGE	2.3	2.3	2.1	2.1	2.4	2.3	1.7	2.0
H49,5221	Land Transport & Supporting Services	2.5	2.2	2.1	2.0	2.3	2.3	1.7	1.9
H50,5222,5225	Water Transport & Supporting Services	2.2	2.3	1.9	1.5	2.2	2.2	1.5	2.2
H51,5223	Air Transport & Supporting Services	1.7	1.5	1.1	1.3	1.4	0.9	0.9	1.3
	Other Transportation & Storage Services	2.8	3.0	3.1	3.1	3.5	3.3	2.3	2.6
I55-56	ACCOMMODATION AND FOOD SERVICES	4.6	4.6	4.7	4.4	4.9	4.8	4.7	4.0
I55	Accommodation	3.5	3.4	3.4	3.0	3.7	4.0	2.8	3.2
I56	Food & Beverage Services	4.8	4.9	5.0	4.7	5.2	5.0	5.2	4.2
J58-63	INFORMATION AND COMMUNICATIONS	2.8	2.7	3.0	2.8	3.0	3.5	2.5	2.4
J58-61	Telecommunications, Broadcasting & Publishing	2.6	2.3	2.5	2.4	2.5	2.6	2.5	2.0
J62-63	IT & Other Information Services	2.9	3.0	3.3	3.1	3.4	4.1	2.6	2.7
K64-66	FINANCIAL AND INSURANCE SERVICES	1.9	2.1	2.2	1.9	2.4	2.7	1.9	1.7
K64 & 66 (excl.662)	Financial Services	1.8	2.0	2.1	1.8	2.4	2.6	1.8	1.7
K65 & 662	Insurance Services	2.5	2.4	2.5	2.5	2.7	2.8	2.1	2.0
L68	REAL ESTATE SERVICES	4.1	3.6	3.8	3.6	4.0	4.1	3.5	3.5
M69-75	PROFESSIONAL SERVICES	2.9	2.5	2.3	1.9	2.3	3.0	2.0	2.0
M69-70	Legal, Accounting & Management Services	2.6	2.5	2.4	1.9	2.2	3.4	2.2	2.3
M71	Architectural & Engineering Services	3.5	2.4	2.2	2.0	2.4	2.8	1.7	1.5
	Other Professional Services	2.5	2.4	2.2	1.9	2.4	2.3	2.1	2.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.8	5.2	5.2	5.7	4.9	4.9	4.5
N80	Security & Investigation	5.1	5.0	4.6	4.8	5.2	4.0	4.5	4.5
N81	Cleaning & Landscaping	5.0	4.9	5.6	5.2	6.4	5.4	5.4	4.9
	Other Administrative & Support Services	3.7	4.3	5.3	5.5	5.5	5.4	4.7	4.0
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.8	1.6	1.6	1.6	1.7	1.8	1.4	1.9
O84,P85	Public Administration & Education	1.3	1.1	1.1	1.0	0.9	1.4	0.9	1.4
Q86-88	Health & Social Services	2.3	2.0	2.1	2.1	2.6	2.1	1.8	2.1
R90-93	Arts, Entertainment & Recreation	2.4	2.2	2.4	2.6	2.4	2.5	2.2	3.3
S,T,U	Other Community, Social & Personal Services	2.9	2.6	2.4	2.2	2.5	2.8	2.2	2.4
A,B,D,E,V	OTHERS*	2.4	2.2	2.1	2.6	1.8	2.0	2.0	1.5
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	1.9	1.9	1.9	1.7	1.9	2.2	1.6	1.7
	Clerical, Sales & Service Workers	3.7	3.8	3.8	3.6	4.0	3.7	3.7	3.4
	Production & Transport Operators, Cleaners & Labourers	3.1	3.1	2.9	2.7	3.2	3.0	2.6	2.5

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

	Per Cent							
	2012	2013	2014	2014				2015
				1Q	2Q	3Q	4Q	1Q
TOTAL	2.1	2.0	2.0	2.1	2.2	2.1	1.7	1.9
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	1.6	1.5	1.5	1.6	1.7	1.6	1.3	1.6
C10-12 Food, Beverages & Tobacco	2.5	2.5	2.8	2.7	2.7	3.4	2.4	2.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	1.8	1.9	2.0	2.0	2.1	1.5	1.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	1.0	1.2	0.9	1.2	1.9	0.8	0.9
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.6	1.6	1.8	1.6	1.3	1.7
C26 Electronic, Computer & Optical Products	1.5	1.4	1.5	1.7	1.6	1.5	1.1	1.7
C29-30 Transport Equipment	1.3	1.1	1.2	1.1	1.5	1.2	1.1	1.3
Other Manufacturing Industries	1.8	1.7	1.7	1.7	1.9	1.6	1.5	1.9
F41-43 CONSTRUCTION	1.8	2.0	1.9	2.0	2.1	1.8	1.6	1.8
G-U SERVICES	2.3	2.2	2.2	2.3	2.4	2.3	1.8	2.0
G46-47 WHOLESALE AND RETAIL TRADE	2.9	2.9	2.6	3.1	3.0	2.4	1.9	2.3
G46 Wholesale Trade	2.2	2.2	2.0	2.3	2.3	2.0	1.3	1.5
G47 Retail Trade	4.4	4.3	4.0	4.7	4.5	3.4	3.2	4.2
H49-53 TRANSPORTATION AND STORAGE	1.6	1.7	1.7	1.7	1.8	1.8	1.3	1.5
H49,5221 Land Transport & Supporting Services	1.5	1.4	1.5	1.5	1.8	1.6	1.2	1.3
H50,5222, 5225 Water Transport & Supporting Services	1.5	1.7	1.3	1.2	1.5	1.4	1.1	1.0
H51,5223 Air Transport & Supporting Services	0.9	0.9	1.0	1.2	0.9	1.3	0.8	1.1
Other Transportation & Storage Services	2.4	2.4	2.6	2.8	2.9	2.7	2.0	2.3
I55-56 ACCOMMODATION AND FOOD SERVICES	4.3	4.1	4.3	4.3	4.9	4.3	3.6	3.9
I55 Accommodation	3.2	3.1	3.0	2.7	3.6	3.2	2.3	2.8
I56 Food & Beverage Services	4.6	4.3	4.6	4.7	5.2	4.5	3.9	4.2
J58-63 INFORMATION AND COMMUNICATIONS	2.0	2.0	1.8	1.8	1.8	1.8	1.6	1.6
J58-61 Telecommunications, Broadcasting & Publishing	1.7	1.6	1.5	1.5	1.6	1.5	1.3	1.5
J62-63 IT & Other Information Services	2.2	2.2	2.0	2.0	2.0	2.0	1.8	1.7
K64-66 FINANCIAL AND INSURANCE SERVICES	1.2	1.4	1.4	1.0	1.6	1.6	1.2	1.0
K64 & 66 (excl.662) Financial Services	1.2	1.3	1.3	1.0	1.5	1.6	1.1	1.0
K65 & 662 Insurance Services	1.6	1.6	1.9	1.4	2.1	2.2	1.7	1.4
L68 REAL ESTATE SERVICES	3.3	3.0	3.4	3.5	3.7	3.5	2.9	3.0
M69-75 PROFESSIONAL SERVICES	1.8	1.8	1.8	1.6	1.9	2.1	1.6	1.7
M69-70 Legal, Accounting & Management Services	1.9	1.9	1.8	1.5	1.8	2.1	1.9	1.7
M71 Architectural & Engineering Services	1.7	1.7	1.8	1.7	2.1	2.1	1.3	1.5
Other Professional Services	2.0	1.7	1.7	1.5	1.8	1.9	1.7	2.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.8	4.0	4.0	4.4	3.9	3.6	3.6
N80 Security & Investigation	4.6	4.0	3.7	4.0	4.4	3.3	3.3	3.4
N81 Cleaning & Landscaping	4.7	4.3	4.7	4.4	5.4	4.6	4.5	4.4
Other Administrative & Support Services	3.1	3.1	3.4	3.7	3.5	3.6	2.9	2.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.2	1.1	1.1	1.2	1.2	1.3	0.9	1.2
O84,P85 Public Administration & Education	0.7	0.7	0.7	0.8	0.7	0.8	0.5	0.7
Q86-88 Health & Social Services	1.3	1.2	1.2	1.3	1.3	1.4	1.0	1.3
R90-93 Arts, Entertainment & Recreation	1.9	2.0	2.1	1.9	2.5	2.2	1.7	2.3
S,T,U Other Community, Social & Personal Services	2.5	2.4	2.2	2.2	2.1	2.3	2.1	2.1
A,B,D,E,V OTHERS*	1.7	1.5	1.5	1.9	1.5	1.5	1.3	1.4
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1.3	1.3	1.3	1.3	1.5	1.5	1.1	1.2
Clerical, Sales & Service Workers	3.1	3.1	3.1	3.4	3.5	3.2	2.6	3.0
Production & Transport Operators, Cleaners & Labourers	2.2	2.2	2.3	2.4	2.5	2.2	1.9	2.2

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

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

Notes :

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

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, FIRST QUARTER 2015

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	2.3	1.9	1.7	1.2	3.4	3.0	2.5	2.2
C10-32 MANUFACTURING	1.5	1.6	1.1	1.0	2.5	2.2	1.7	1.9
C10-12 Food, Beverages & Tobacco	2.6	2.6	1.4	1.2	3.6	3.2	2.5	2.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.6	1.0	1.2	1.6	1.7	2.0	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.2	0.9	1.0	0.8	1.5	1.1	1.7	1.4
C25,28 Fabricated Metal Products, Machinery & Equipment	1.3	1.7	1.3	1.2	1.8	1.7	1.3	2.0
C26 Electronic, Computer & Optical Products	1.6	1.7	1.2	1.0	1.9	1.8	2.1	2.5
C29-30 Transport Equipment	1.4	1.3	0.8	0.7	2.5	1.9	1.5	1.5
Other Manufacturing Industries	1.8	1.9	1.6	1.7	2.8	2.4	1.8	1.9
F41-43 CONSTRUCTION	2.3	1.8	1.9	1.7	2.1	2.4	2.5	1.8
G-U SERVICES	2.6	2.0	1.8	1.2	3.5	3.1	3.3	2.8
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.3	1.7	1.3	3.8	4.0	2.0	1.9
G46 Wholesale Trade	1.9	1.5	1.7	1.2	2.4	2.1	1.9	1.8
G47 Retail Trade	3.9	4.2	1.9	1.6	4.8	5.4	2.4	2.3
H49-53 TRANSPORTATION AND STORAGE	2.0	1.5	1.8	1.1	1.9	1.5	2.3	1.7
H49,5221 Land Transport & Supporting Services	1.9	1.3	1.4	0.9	2.3	1.8	1.9	1.2
H50,5222, 5225 Water Transport & Supporting Services	2.2	1.0	2.4	1.0	1.4	0.9	2.2	1.1
H51,5223 Air Transport & Supporting Services	1.3	1.1	0.9	0.6	1.4	1.2	2.0	1.7
Other Transportation & Storage Services	2.6	2.3	1.7	1.5	3.1	2.5	2.9	2.8
I55-56 ACCOMMODATION AND FOOD SERVICES	4.0	3.9	2.2	2.3	4.5	4.4	4.2	3.8
I55 Accommodation	3.2	2.8	2.2	2.1	3.4	2.9	4.2	3.2
I56 Food & Beverage Services	4.2	4.2	2.1	2.4	4.6	4.6	4.3	4.1
J58-63 INFORMATION AND COMMUNICATIONS	2.4	1.6	2.3	1.4	2.1	2.5	5.9	2.8
J58-61 Telecommunications, Broadcasting & Publishing	2.0	1.5	1.7	1.0	2.5	3.3	8.1	4.6
J62-63 IT & Other Information Services	2.7	1.7	2.7	1.7	1.3	1.3	5.0	2.0
K64-66 FINANCIAL AND INSURANCE SERVICES	1.7	1.0	1.7	1.0	2.2	1.4	0.6	1.3
K64 & 66 (excl.662) Financial Services	1.7	1.0	1.7	1.0	2.1	1.4	0.7	1.3
K65 & 662 Insurance Services	2.0	1.4	1.8	1.4	2.5	1.7	-	1.9
L68 REAL ESTATE SERVICES	3.5	3.0	2.0	1.8	4.2	3.3	4.3	3.9
M69-75 PROFESSIONAL SERVICES	2.0	1.7	2.0	1.6	2.9	2.6	1.8	1.4
M69-70 Legal, Accounting & Management Services	2.3	1.7	2.0	1.4	3.3	2.7	3.6	2.7
M71 Architectural & Engineering Services	1.5	1.5	1.6	1.6	1.4	1.7	1.3	1.2
Other Professional Services	2.4	2.0	2.5	2.0	2.9	3.6	1.5	0.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.5	3.6	3.1	1.8	4.3	3.2	5.3	4.6
N80 Security & Investigation	4.5	3.4	2.8	1.6	4.2	3.3	17.0	11.8
N81 Cleaning & Landscaping	4.9	4.4	1.8	1.4	3.0	3.1	5.2	4.7
Other Administrative & Support Services	4.0	2.8	3.4	1.9	4.6	2.8	4.5	3.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.9	1.2	1.6	0.9	2.9	2.0	2.7	1.9
O84,P85 Public Administration & Education	1.4	0.7	1.2	0.7	3.2	1.1	2.2	0.9
Q86-88 Health & Social Services	2.1	1.3	1.8	1.2	2.8	1.7	2.1	1.2
R90-93 Arts, Entertainment & Recreation	3.3	2.3	4.0	1.8	3.0	2.7	2.8	2.0
S,T,U Other Community, Social & Personal Services	2.4	2.1	2.0	1.5	2.0	2.6	3.4	2.7
A,B,D,E,V OTHERS*	1.5	1.4	0.7	0.4	2.4	1.4	2.6	2.8

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

* 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.

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)		Hours							
		2012	2013	2014	2014				2015
					Mar	Jun	Sep	Dec	Mar
TOTAL		46.2	46.2	46.0	45.9	46.1	46.0	45.8	45.6
C10-32	MANUFACTURING	50.2	50.1	49.7	49.5	49.9	49.8	49.7	49.3
C10-12	Food, Beverages & Tobacco	47.8	47.0	47.0	46.9	47.1	46.5	47.3	46.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.6	49.1	49.3	48.9	49.2	50.1	48.9	48.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	45.1	44.7	44.5	44.3	44.7	44.7	44.4	44.3
C25,28	Fabricated Metal Products, Machinery & Equipment	52.5	52.6	52.1	52.4	52.4	51.9	51.8	50.9
C26	Electronic, Computer & Optical Products	46.9	46.9	46.8	46.4	47.2	47.1	46.5	46.4
C29-30	Transport Equipment	53.6	53.1	52.4	51.6	52.3	52.6	52.9	53.0
	Other Manufacturing Industries	49.6	50.2	49.2	49.5	49.0	49.2	49.1	48.3
F41-43	CONSTRUCTION	53.0	53.2	52.9	53.3	53.2	52.7	52.4	52.0
G-U	SERVICES	43.5	43.4	43.2	43.1	43.2	43.3	43.1	43.1
G46-47	WHOLESALE AND RETAIL TRADE	43.6	43.2	43.1	43.0	43.3	42.9	43.1	43.0
G46	Wholesale Trade	43.7	43.6	43.6	43.4	43.7	43.3	43.8	43.5
G47	Retail Trade	43.3	42.3	42.0	42.0	42.3	42.1	41.6	41.8
H49-53	TRANSPORTATION AND STORAGE	46.1	45.7	45.8	45.6	46.1	45.7	45.9	45.8
H49,5221	Land Transport & Supporting Services	48.4	46.8	46.9	46.5	48.1	46.4	46.6	46.3
H50,5222,5225	Water Transport & Supporting Services	44.5	44.3	44.5	43.9	44.3	44.7	44.9	44.7
H51,5223	Air Transport & Supporting Services	44.8	45.1	45.0	45.2	45.5	44.8	44.7	45.6
	Other Transportation & Storage Services	46.8	46.7	46.7	46.8	46.6	46.7	46.9	46.6
I55-56	ACCOMMODATION AND FOOD SERVICES	42.1	43.0	42.0	41.6	41.7	42.7	42.0	41.4
I55	Accommodation	45.9	46.6	46.5	46.5	46.5	46.7	46.3	46.5
I56	Food & Beverage Services	41.1	42.0	40.9	40.3	40.6	41.8	41.1	40.2
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.7	41.5	41.6	41.5	41.5	41.3	41.4
J58-61	Telecommunications, Broadcasting & Publishing	41.6	42.3	41.9	42.0	41.9	42.0	41.9	41.9
J62-63	IT & Other Information Services	41.4	41.2	41.2	41.4	41.3	41.1	41.0	41.0
K64-66	FINANCIAL AND INSURANCE SERVICES	41.2	41.2	41.1	41.1	41.1	41.2	41.1	41.1
K64 & 66 (excl.662)	Financial Services	41.3	41.3	41.3	41.3	41.2	41.3	41.2	41.2
K65 & 662	Insurance Services	40.0	40.0	40.2	40.1	40.2	40.5	40.1	40.2
L68	REAL ESTATE SERVICES	44.5	44.6	44.5	44.6	44.5	44.7	44.4	44.6
M69-75	PROFESSIONAL SERVICES	43.6	43.6	43.1	42.8	43.0	43.6	43.0	43.0
M69-70	Legal, Accounting & Management Services	41.5	41.3	41.2	40.8	41.0	41.4	41.5	41.5
M71	Architectural & Engineering Services	46.6	47.0	46.2	45.8	46.0	47.2	45.8	45.5
	Other Professional Services	42.2	41.8	41.7	41.5	41.6	42.0	41.6	41.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	48.5	47.5	47.3	47.5	47.6	47.5	46.7	46.6
N80	Security & Investigation	55.5	52.8	52.1	53.5	53.2	52.0	49.8	51.1
N81	Cleaning & Landscaping	45.3	44.9	44.6	43.6	44.4	45.3	45.0	43.9
	Other Administrative & Support Services	45.0	44.8	45.2	44.9	44.8	45.6	45.5	45.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.1	42.0	42.0	42.0	42.0	42.0	42.1
O84,P85	Public Administration & Education	41.3	41.3	41.3	41.3	41.3	41.3	41.3	41.4
Q86-88	Health & Social Services	42.1	42.0	41.9	41.8	41.9	42.0	41.9	41.9
R90-93	Arts, Entertainment & Recreation	43.8	43.9	43.8	43.8	43.7	43.9	44.0	44.2
S,T,U	Other Community, Social & Personal Services	44.2	43.8	43.5	43.6	43.7	43.2	43.7	43.3
A,B,D,E,V	OTHERS*	45.7	45.7	45.6	45.3	45.3	45.9	45.8	45.6

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)	2012	2013	2014	2014				Hours
				Mar	Jun	Sep	Dec	2015
				Mar	Jun	Sep	Dec	Mar
TOTAL	3.8	3.8	3.7	3.6	3.8	3.7	3.6	3.4
C10-32 MANUFACTURING	7.2	7.1	6.7	6.5	6.9	6.9	6.7	6.4
C10-12 Food, Beverages & Tobacco	4.3	4.1	3.9	3.6	3.8	3.8	4.2	3.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.1	5.7	5.8	5.5	5.8	6.7	5.4	5.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	3.2	2.9	2.8	2.6	2.8	2.9	2.8	2.6
C25,28 Fabricated Metal Products, Machinery & Equipment	9.1	9.0	8.6	8.7	8.8	8.4	8.3	7.5
C26 Electronic, Computer & Optical Products	4.8	4.8	4.8	4.4	5.2	5.1	4.5	4.5
C29-30 Transport Equipment	9.9	9.5	8.8	8.1	9.0	9.0	9.1	9.2
Other Manufacturing Industries	6.7	7.2	6.3	6.5	6.1	6.3	6.2	5.7
F41-43 CONSTRUCTION	8.2	8.5	8.2	8.5	8.5	8.1	7.8	7.3
G-U SERVICES	1.8	1.7	1.7	1.6	1.8	1.8	1.7	1.6
G46-47 WHOLESALE AND RETAIL TRADE	1.7	1.7	1.8	1.5	1.8	1.7	2.1	1.8
G46 Wholesale Trade	1.6	1.5	1.7	1.4	1.6	1.6	2.1	1.8
G47 Retail Trade	2.0	2.0	2.0	1.9	2.1	2.0	2.0	1.8
H49-53 TRANSPORTATION AND STORAGE	3.3	3.0	3.0	2.8	3.4	3.0	2.9	2.9
H49,5221 Land Transport & Supporting Services	5.2	3.8	4.0	3.6	5.4	3.4	3.5	3.3
H50,5222, 5225 Water Transport & Supporting Services	1.8	1.7	1.9	1.6	1.9	2.0	2.0	1.8
H51,5223 Air Transport & Supporting Services	2.4	2.2	1.8	1.9	2.3	1.6	1.4	2.4
Other Transportation & Storage Services	4.1	4.0	4.2	4.1	4.2	4.5	4.1	3.8
I55-56 ACCOMMODATION AND FOOD SERVICES	1.7	2.3	1.9	1.9	1.8	1.9	1.8	1.8
I55 Accommodation	2.1	2.6	2.7	2.6	2.6	2.9	2.6	2.7
I56 Food & Beverage Services	1.7	2.2	1.7	1.7	1.6	1.7	1.6	1.6
J58-63 INFORMATION AND COMMUNICATIONS	0.5	0.5	0.4	0.4	0.4	0.5	0.3	0.4
J58-61 Telecommunications, Broadcasting & Publishing	0.7	0.8	0.6	0.7	0.6	0.8	0.4	0.6
J62-63 IT & Other Information Services	0.3	0.3	0.2	0.2	0.4	0.3	0.1	0.2
K64-66 FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.2
K64 & 66 (excl.662) Financial Services	0.2	0.2	0.2	0.2	0.2	0.3	0.2	0.2
K65 & 662 Insurance Services	0.3	0.3	0.3	0.3	0.3	0.2	0.3	0.3
L68 REAL ESTATE SERVICES	1.9	2.2	2.0	1.9	1.9	2.3	2.0	2.2
M69-75 PROFESSIONAL SERVICES	2.0	2.1	1.8	1.8	1.9	2.2	1.6	1.5
M69-70 Legal, Accounting & Management Services	0.8	0.8	0.8	0.8	1.0	0.9	0.6	0.7
M71 Architectural & Engineering Services	3.9	4.3	3.7	3.5	3.6	4.5	3.2	2.9
Other Professional Services	0.9	0.7	0.6	0.4	0.5	0.8	0.7	0.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.6	4.8	5.3	5.1	5.4	5.4	5.1	4.7
N80 Security & Investigation	12.1	9.6	10.3	10.6	10.7	10.4	9.4	10.0
N81 Cleaning & Landscaping	2.3	2.3	2.6	1.7	2.5	3.0	3.1	1.8
Other Administrative & Support Services	2.7	2.6	2.9	2.6	2.7	3.2	3.1	2.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.6	0.5	0.5	0.4	0.5	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	0.5	0.5	0.5	0.5
R90-93 Arts, Entertainment & Recreation	1.4	1.2	1.2	1.1	1.2	1.2	1.4	1.5
S,T,U Other Community, Social & Personal Services	2.0	1.7	1.7	1.6	1.7	1.3	2.0	1.8
A,B,D,E,V OTHERS*	3.1	3.1	2.9	2.8	2.7	3.2	3.0	3.0

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

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

Notes :

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

Explanatory Notes

Labour Market, First Quarter 2015

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.¹

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 labour force (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 the labour force.

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

¹ Population figures for March and June are finalised in September while figures for September and December are finalised in March the next year. Unemployment data are therefore subject to the latest available population estimates.

rise due to increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

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

Employment

Source

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

Coverage

The employment data comprise all persons in employment i.e. employees and the self-employed. However, it excludes men who are serving their 2-year full-time national service liability in the Singapore Armed Forces, Police and Civil Defence Forces.

Data on the number of local (also known as resident) employees are compiled from the Central Provident Fund (CPF) Board's administrative records of active contributors defined as local employees who have at least one CPF contribution paid for him/her. A local (also known as resident) employee is any Singapore citizen or Permanent Resident who is employed by an employer under a contract of service or other agreement entered into in Singapore. Every local employee and his/her employer are required to make monthly contributions to the CPF which is a compulsory savings scheme to provide workers financial security in old age and helps meet the needs of healthcare, home-ownership, family protection and asset enhancement.

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

The number of self-employed residents is estimated from the Labour Force Survey. The self-employed comprises persons aged 15 years and over who are own account workers, employers or contributing family workers.

Concepts and Definitions

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

Uses and Limitations

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

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

Redundancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

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	Mar 15	54,500	2,800	5.1%	49,000	59,900
Resident Unemployment Rate	Mar 15	2.4%	0.12%-pt	5.2%	2.2%	2.6%
JOB VACANCY						
Job Vacancy Number	Mar 15	63,700	1,100	1.6%	61,600	65,800
Job Vacancy Rate	Mar 15	3.0%	0.05%-pt	1.6%	2.9%	3.1%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	1Q 15	2.3%	0.03%-pt	1.1%	2.3%	2.4%
Average Monthly Resignation Rate	1Q 15	1.9%	0.02%-pt	0.9%	1.9%	1.9%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 15	3.4	0.04	1.1%	3.3	3.5

Note: Data are non-seasonally adjusted.

FEEDBACK FORM

TITLE OF REPORT : LABOUR MARKET, FIRST QUARTER 2015

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

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Date of Release: 15 Jun 2015

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Date of Release: 4 Jun 2015

This report examines employees' wage changes in 2014 and the extent to which employers have adopted the National Wages Council's recommendations. Topics covered include total and basic wage changes, bonuses and wage flexibility.



Other Resources

Title	Date of Release
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• 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
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• Labour Turnover Time Series, 2006 to 2012	01/04/2013
• Retirement and Re-employment Practices, 2011	20/07/2012
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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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