

LABOUR MARKET 2015



**MINISTRY OF
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LABOUR MARKET 2015

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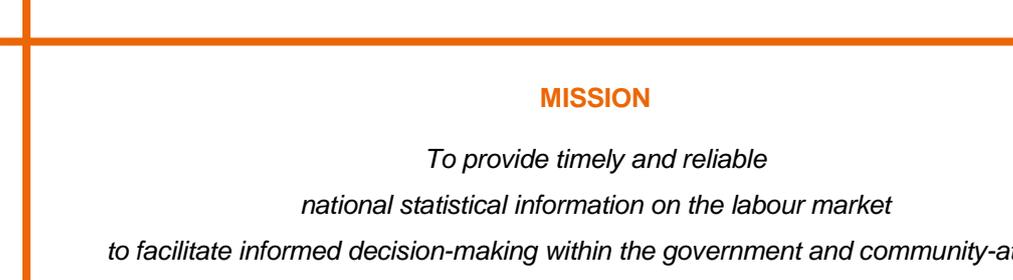
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Notations

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

Abbreviations

- CPF : Central Provident Fund
- excl : Excluding
- FDW : Foreign Domestic Workers
- 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

Highlights

- Local employment growth slowed after exceptionally high growth in 2013 and 2014. Growth in foreign employment continued to moderate since 2011. Even though local employment growth slowed, the resident and citizen unemployment rates remained low, and there was sustained growth in median income for citizen workers in 2015. The number of job vacancies remained higher than job seekers, but this ratio has moderated for the third consecutive quarter. Redundancies continued to trend up, amid on-going business restructuring and softer economic conditions.
- Quarter-on-quarter, the unemployment rate declined by 0.1%-point for overall (1.9%), residents (2.9%) and citizens (3.0%) in December 2015.¹ For the whole of 2015, unemployed stayed low, averaging 1.9% for overall, 2.8% for residents and 2.9% for citizens. The unemployment rates were broadly unchanged since 2011.
- For the whole of 2015, local employment growth was flat (700 or 0.0%), after high growth in 2014 (96,000 or 4.4%) and 2013 (82,900 or 4.0%). Meanwhile, foreign employment growth moderated to 31,600 or 2.3% (or 22,600 excluding foreign domestic workers) in 2015 from previous years (2011: 7.6%; 2012: 5.9%; 2013: 4.2%; 2014: 2.6%). Total employment grew by 32,300 or 0.9% in 2015. This has slowed from the 3 to 4% growth between 2011 and 2014. Growth was also the slowest since 2003 (-12,900 or -0.6%).
- In December 2015, locals formed two in three (or 66.3%) of all persons in employment, with foreigners making up the remaining one-third (33.7%). There were 1,387,300 foreigners in employment, or 1,155,800 excluding foreign domestic workers.
- For the whole of 2015, 15,580 workers were laid off, up from 12,930 in 2014. The annual number of redundancies has been on an uptrend since 2010, reflecting on-going business restructuring, as well as softer economic conditions in 2015. Layoffs increased across all sectors in 2015. Services formed the bulk of redundancy (55%), followed by manufacturing (33%) and construction (11%). Based on Central Provident Fund (CPF) records, 50% of residents made redundant in the third quarter of 2015 secured employment by December 2015, down from 55% from the previous quarter, and 59% from the same period a year ago.
- Amid softer economic conditions and continued efforts to restructure towards a more productive and manpower-lean economy, the number of job vacancies declined. While the number of vacancies remained higher than job seekers, the ratio had moderated to 113 job openings for every 100 job seekers in December 2015, from 116 in September 2015 and 142 in December 2014.

¹ Unemployment rates are seasonally adjusted.

Overview

Local employment growth slowed after exceptionally high growth in 2013 and 2014. Growth in foreign employment continued to moderate since 2011. Even though local employment growth slowed, the resident and citizen unemployment rates remained low, and there was sustained growth in median income for citizen workers in 2015. The number of job openings remained higher than job seekers, but this ratio had moderated for the third consecutive quarter. Redundancies continued to trend up, amid on-going business restructuring and softer economic conditions.

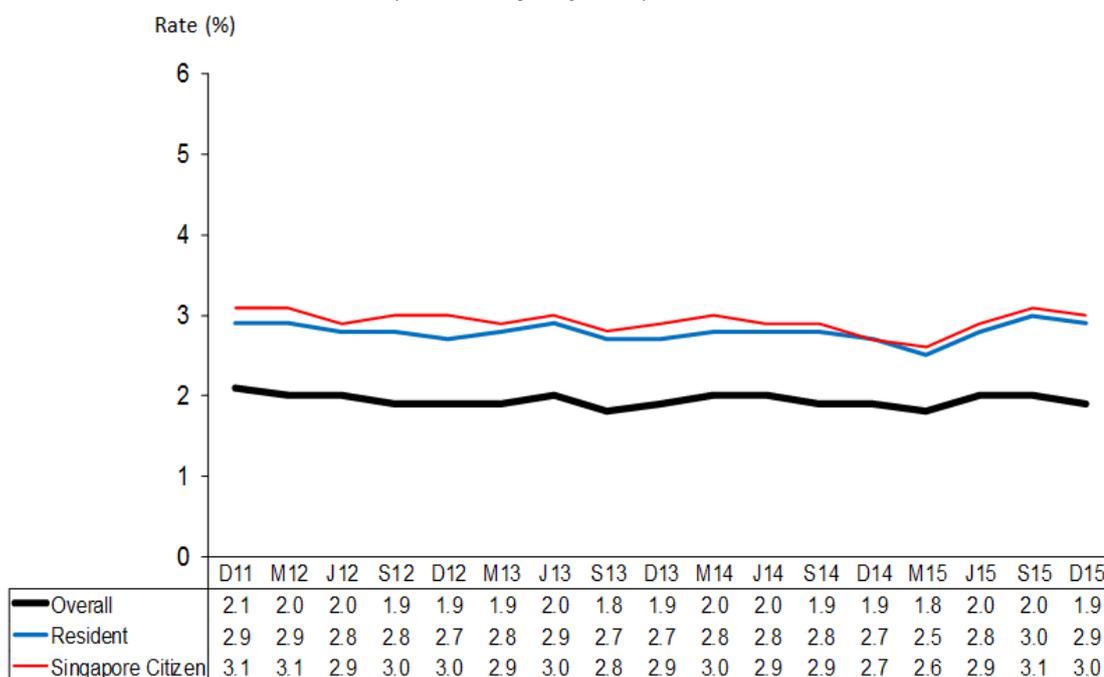
Unemployment

Unemployment stayed low

Quarter-on-quarter, the seasonally adjusted unemployment rate declined slightly by 0.1%-point for overall (1.9%), residents (2.9%) and citizens (3.0%) in December 2015. For residents and citizens, this came after two consecutive quarters of increase. However, unemployment rose among residents (2.7% to 2.9%) and citizens (2.7% to 3.0%) in December 2015 compared to December 2014.

An estimated 64,700 residents, including 58,000 Singapore citizens were unemployed in December 2015. The corresponding figures were 61,200 and 51,200 in December 2014.

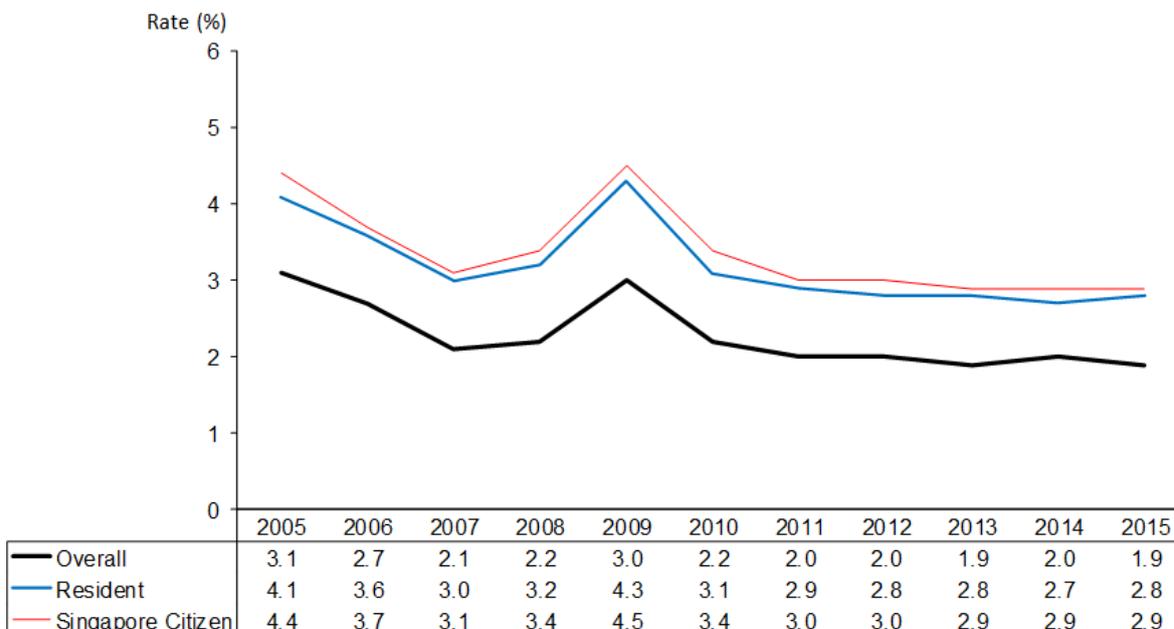
Chart 1: Unemployment Rate
(Seasonally Adjusted)



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

For the whole of 2015, unemployment stayed low, averaging 1.9% overall, 2.8% for residents and 2.9% for citizens. This was broadly unchanged since 2011. On average, 62,500 residents, including 55,700 Singapore citizens were unemployed in 2015. The corresponding figures in 2014 were 61,200 and 53,900.

Chart 2: Unemployment Rate
(Annual Average)



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

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

Year-on-year, unemployment rose for residents in their 40s and over as well as most education groups in December 2015 compared to December 2014. The increase was larger for residents aged 50 & over whose rate rose year-on-year for three consecutive quarters.

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



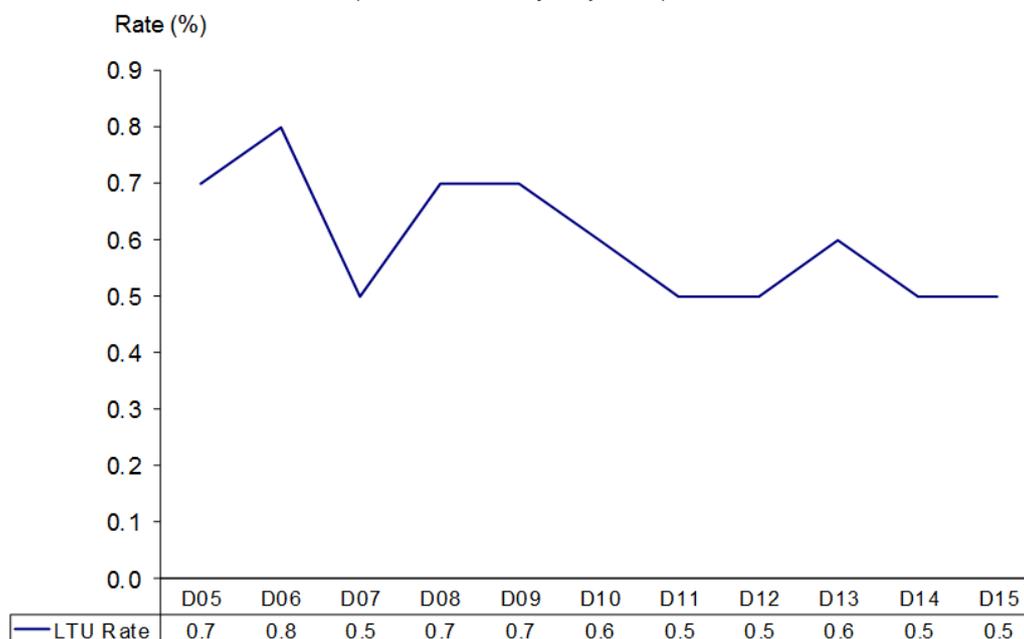
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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 rate stayed low

The long term unemployment rate (LTU) for residents was broadly unchanged year-on-year at 0.5% in December 2015, though the number of residents who had been looking for work for at least 25 weeks rose slightly year-on-year from 10,600 to 11,400. With more unemployed residents than a year ago, the share of long-term unemployed among resident job seekers was also unchanged year-on-year at 21%. For the whole of 2015, the resident long-term unemployment rate and number averaged 0.6% and 12,700, broadly similar to a year ago.

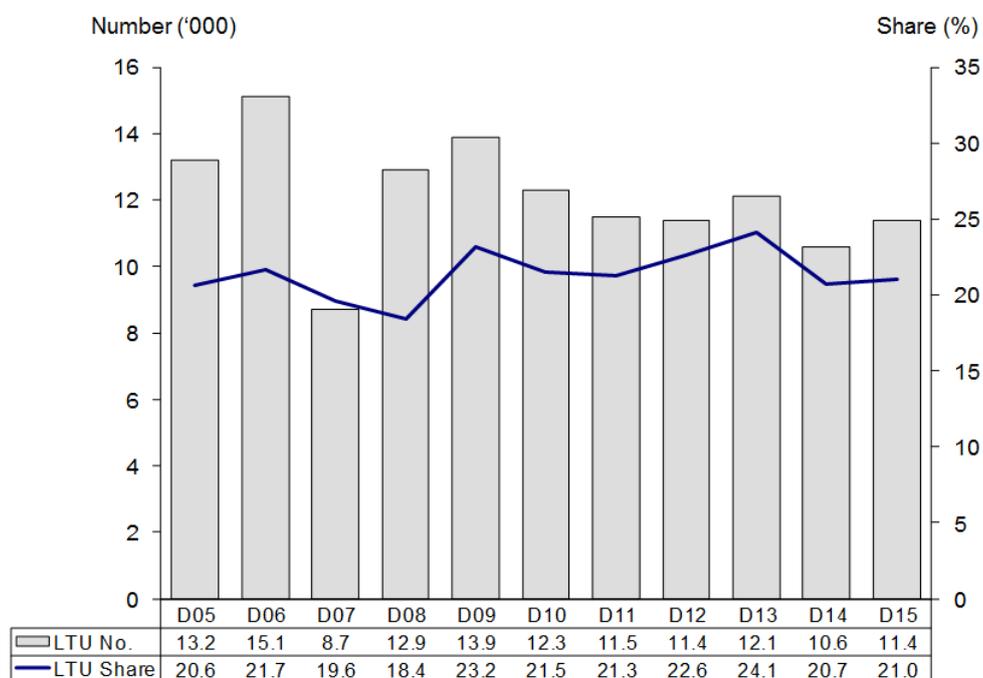
Chart 4: Resident Long-Term Unemployment Rate (Non-Seasonally Adjusted)



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

Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

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



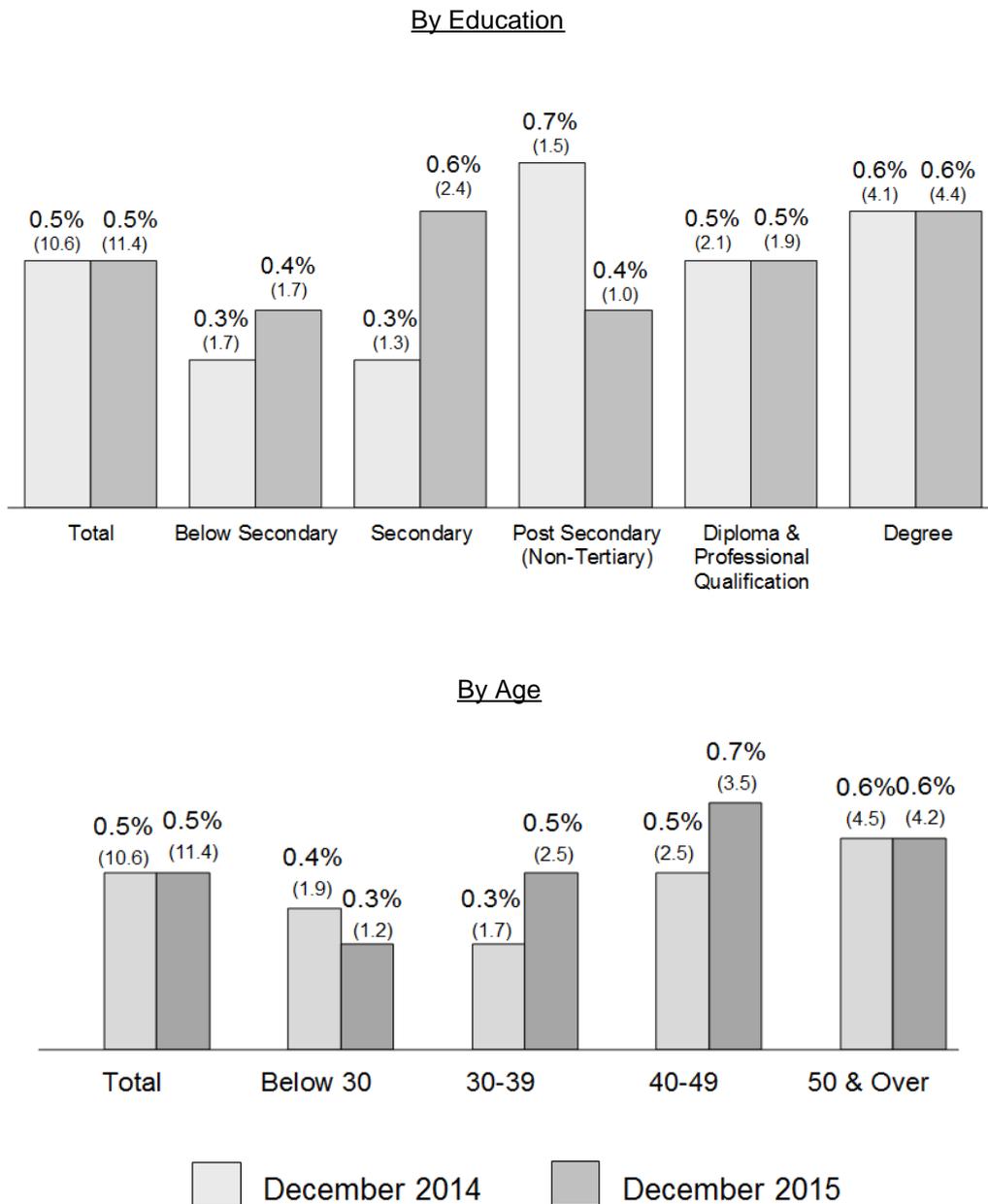
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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.

Long-term unemployment rate continued to rise year-on-year for residents in their 30s and 40s. There was also some indication of long-term unemployment rising for those secondary-educated. However, it declined or held steady among the other age and education groups.

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



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

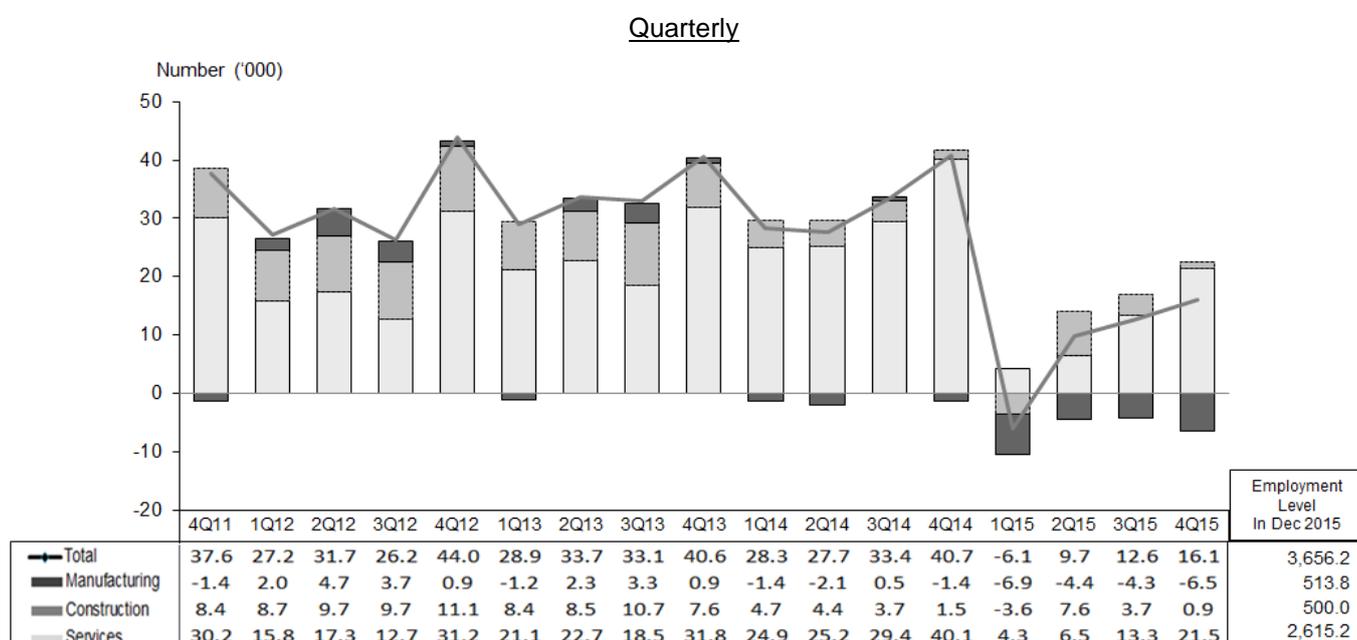
Note: Figures in brackets refer to the number of long-term unemployed in thousands. They may not add up to the total due to rounding.

Employment

Total employment growth slowed in 2015

In the fourth quarter of 2015, total employment grew for the third consecutive quarter by 16,100 (or 13,700 excluding FDW²). However, growth remained lower than a year ago (40,700). For the whole of 2015, total employment grew by 32,300 or 0.9% (23,300 or 0.7% excluding FDW). This has slowed from the 3 to 4% growth between 2011 and 2014. Growth was also the slowest since 2003 (-12,900 or -0.6%).

Chart 7: Employment Change By Sector

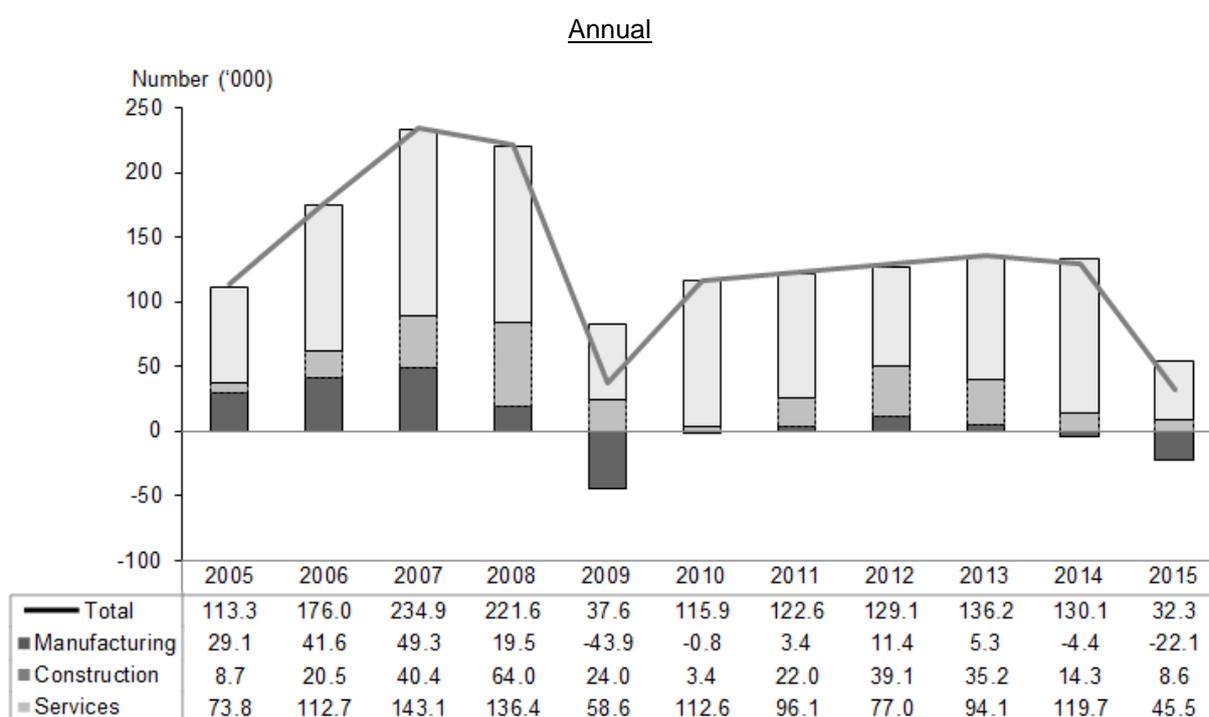


Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

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.

² Refers to foreign domestic workers.



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 from 2009 onwards and SSIC 2005 before 2009.

For the whole of 2015, total employment growth slowed across all sectors, notably contracting in manufacturing³ (-22,100), wholesale & retail trade⁴ (-9,400) and real estate services⁵ (-5,100). The declines were offset by growth in most sectors, led by community, social and personal services (22,400 or 13,400 excluding FDW), administrative & support services (12,300), construction (8,600) and professional services (7,700). Other sectors that added workers in 2015 include information & communications (5,400), food & beverage services (5,200), financial & insurance services (4,500) and transportation & storage (3,100).

³ For the whole of 2015, the manufacturing sector contracted by 5.2%, a reversal from the 2.7% growth in the previous year. Source: Economic Survey of Singapore 2015, MTI.

⁴ Employment declines within wholesale trade were concentrated in segments that were related to the retail trade and manufacturing sectors. According to the Economic Survey of Singapore 2015, retail sales volume (excluding motor vehicle sales) was sluggish in 2015, the growth was -1.1%, extending the 0.7% decline in the previous year.

⁵ The number of registered agents in the real estate sector fell to 29,262 in January 2016, the lowest since 2011, possibly reflecting property market sentiments. Source: Council for Estate Agents, MND, 21 January 2016.

Table 1: Total Employment Change By Industry

In Thousands

Industry	Quarterly Change								Annual Change		Employment Level
	2014				2015				2014	2015	Dec 2015
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q			
Total	28.3	27.7	33.4	40.7	-6.1	9.7	12.6	16.1	130.1	32.3	3,656.2
<i>Total (excl FDW)</i>	25.9	26.3	31.5	38.3	-8.6	7.6	10.5	13.7	122.1	23.3	3,424.7
Manufacturing	-1.4	-2.1	0.5	-1.4	-6.9	-4.4	-4.3	-6.5	-4.4	-22.1	513.8
Construction	4.7	4.4	3.7	1.5	-3.6	7.6	3.7	0.9	14.3	8.6	500.0
Services	24.9	25.2	29.4	40.1	4.3	6.5	13.3	21.5	119.7	45.5	2,615.2
<i>Services (excl FDW)</i>	22.5	23.8	27.6	37.8	1.8	4.4	11.2	19.1	111.7	36.5	2,383.7
Wholesale & Retail Trade	2.3	2.0	5.0	11.1	-4.5	-7.0	-2.3	4.4	20.5	-9.4	490.7
Transportation & Storage	1.9	2.6	1.1	2.0	1.4	1.2	-	0.5	7.5	3.1	237.1
Accommodation & Food Services	-0.1	1.1	2.3	5.9	-1.8	0.6	1.6	4.4	9.1	4.8	240.7
Information & Communications	1.0	1.4	2.5	1.6	1.1	1.7	2.1	0.4	6.4	5.4	125.3
Financial & Insurance Services	2.4	1.3	3.8	1.8	0.8	0.3	2.6	0.8	9.3	4.5	201.4
Real Estate Services	1.9	1.8	2.7	0.5	-1.9	-3.4	-0.5	0.7	6.9	-5.1	90.7
Professional Services	3.0	4.0	4.5	2.4	0.7	2.2	4.4	0.4	14.0	7.7	244.0
Administrative & Support Services	1.9	5.3	0.9	5.4	2.0	7.0	-0.3	3.6	13.6	12.3	213.2
Community, Social & Personal Services	10.7	5.8	6.5	9.5	6.5	3.9	5.7	6.2	32.4	22.4	772.1
<i>Community, Social & Personal Services (excl FDW)</i>	8.3	4.4	4.6	7.2	4.1	1.8	3.6	3.9	24.4	13.4	540.6
Others	0.1	0.1	-0.2	0.5	0.1	-	-	0.2	0.5	0.3	27.2

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) 'excl FDW' refers to excluding foreign domestic workers.
- (5) - : Nil or negligible.

Local⁶ Employment

Local employment growth was flat

For the whole of 2015, local employment growth was flat (700 or 0.0%), after growing strongly in 2014 (96,000 or 4.4%) and 2013 (82,900 or 4.0%). Employment contracted in manufacturing (-7,300) for the first time since 2011 and grew slower in services (6,000) and construction (1,800).

Foreign Employment

Foreign employment growth moderated

Foreign employment growth moderated to 31,600 or 2.3% (or 22,600 excluding FDW) in 2015 from previous years (2011: 7.6%; 2012: 5.9%; 2013: 4.2%; 2014: 2.6%). Similarly, the cutbacks in manufacturing (-14,800) were offset by foreign employment gains in both services (39,600) and construction (6,800).

In December 2015, foreign employment totalled 1,387,300 or 1,155,800 excluding FDW. Of every three persons in employment (excluding FDW), two were locals (66.3%) and one was a foreigner (33.7%).

⁶ Local refer to Singapore citizen and permanent resident.

Table 2: Employment Change By Residential Status And Industry

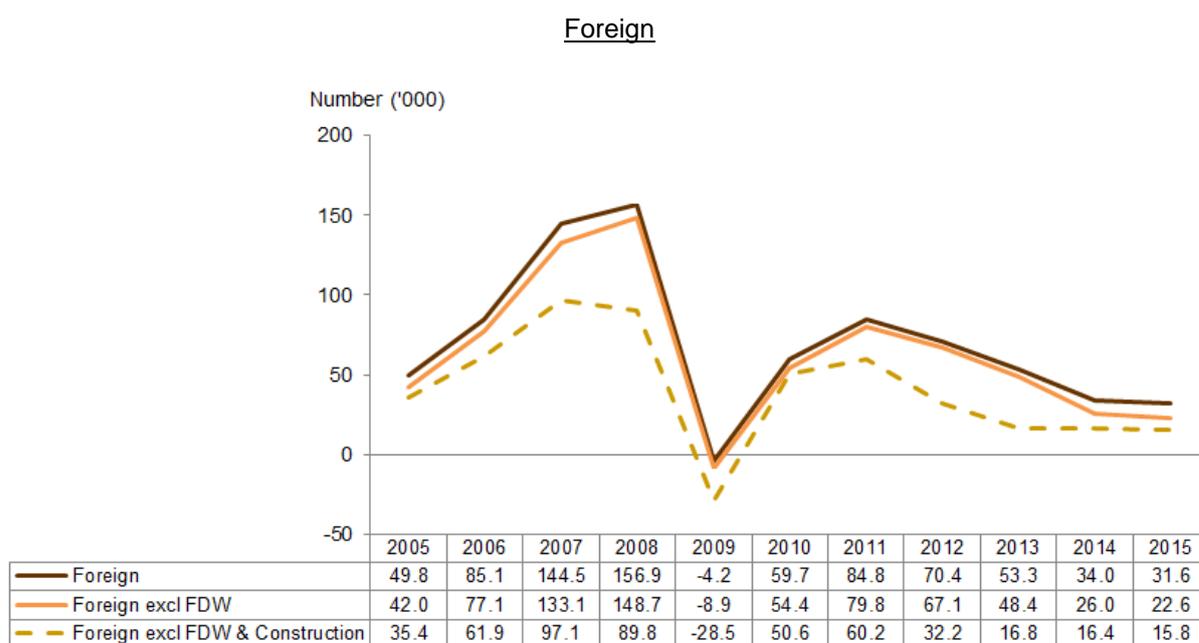
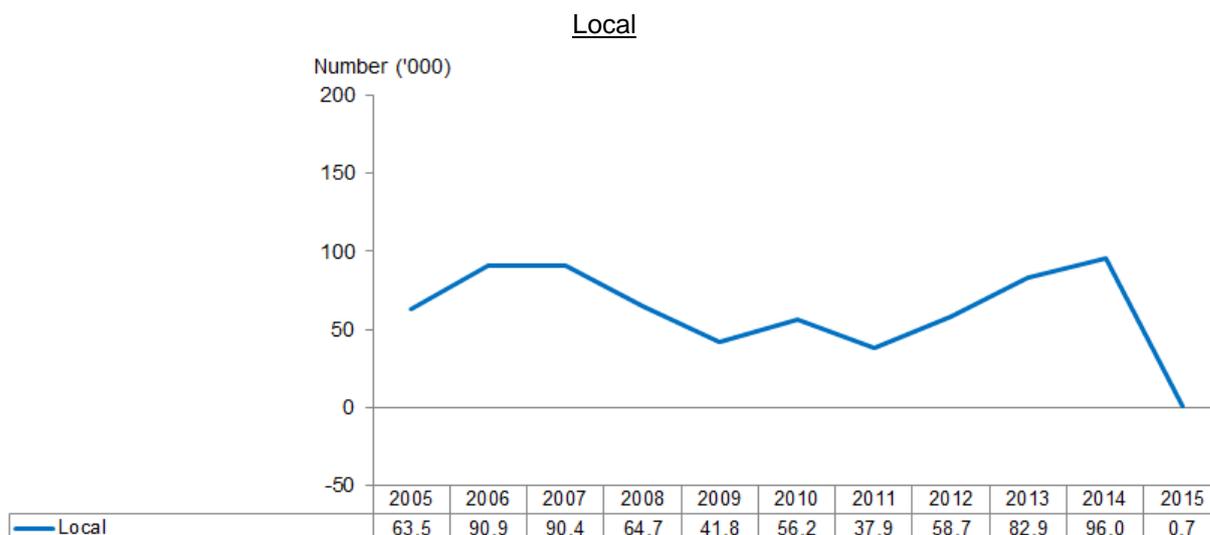
	Employment Change											In Thousands Employment Level
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Dec 2015
Overall												
Total	113.3	176.0	234.9	221.6	37.6	115.9	122.6	129.1	136.2	130.1	32.3	3,656.2
<i>Total (excl FDW)</i>	<i>105.5</i>	<i>168.0</i>	<i>223.5</i>	<i>213.4</i>	<i>32.9</i>	<i>110.6</i>	<i>117.7</i>	<i>125.8</i>	<i>131.3</i>	<i>122.1</i>	<i>23.3</i>	<i>3,424.7</i>
Local	63.5	90.9	90.4	64.7	41.8	56.2	37.9	58.7	82.9	96.0	0.7	2,268.9
Foreign	49.8	85.1	144.5	156.9	-4.2	59.7	84.8	70.4	53.3	34.0	31.6	1,387.3
<i>Foreign (excl FDW)</i>	<i>42.0</i>	<i>77.1</i>	<i>133.1</i>	<i>148.7</i>	<i>-8.9</i>	<i>54.4</i>	<i>79.8</i>	<i>67.1</i>	<i>48.4</i>	<i>26.0</i>	<i>22.6</i>	<i>1,155.8</i>
Manufacturing												
Total	29.1	41.6	49.3	19.5	-43.9	-0.8	3.4	11.4	5.3	-4.4	-22.1	513.8
Local	9.7	11.0	7.3	-4.6	-9.5	-0.1	-2.8	2.1	0.9	1.1	-7.3	252.2
Foreign	19.4	30.6	42.0	24.1	-34.3	-0.7	6.1	9.4	4.4	-5.4	-14.8	261.6
Construction												
Total	8.7	20.5	40.4	64.0	24.0	3.4	22.0	39.1	35.2	14.3	8.6	500.0
Local	2.2	5.3	4.4	5.2	4.3	-0.4	2.4	4.2	3.7	4.6	1.8	124.5
Foreign	6.5	15.2	36.0	58.9	19.7	3.8	19.6	34.9	31.6	9.7	6.8	375.5
Services												
Total	73.8	112.7	143.1	136.4	58.6	112.6	96.1	77.0	94.1	119.7	45.5	2,615.2
<i>Total (excl FDW)</i>	<i>65.9</i>	<i>104.7</i>	<i>131.7</i>	<i>128.2</i>	<i>53.9</i>	<i>107.3</i>	<i>91.1</i>	<i>73.8</i>	<i>89.3</i>	<i>111.7</i>	<i>36.5</i>	<i>2,383.7</i>
Local	50.4	73.7	77.2	63.1	48.2	56.3	37.5	51.0	77.1	90.1	6.0	1,869.7
Foreign	23.4	39.0	65.9	73.4	10.4	56.2	58.6	26.1	17.0	29.5	39.6	745.5
<i>Foreign (excl FDW)</i>	<i>15.6</i>	<i>31.0</i>	<i>54.5</i>	<i>65.2</i>	<i>5.7</i>	<i>50.9</i>	<i>53.7</i>	<i>22.8</i>	<i>12.1</i>	<i>21.5</i>	<i>30.5</i>	<i>514.0</i>

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) Data may not add up to the total due to rounding.
- (4) 'excl FDW' refers to excluding foreign domestic workers.
- (5) The industries are classified based on SSIC 2010 from 2009 onwards and based on SSIC 2005 before 2009.

Chart 8: Annual Employment Change By Residential Status

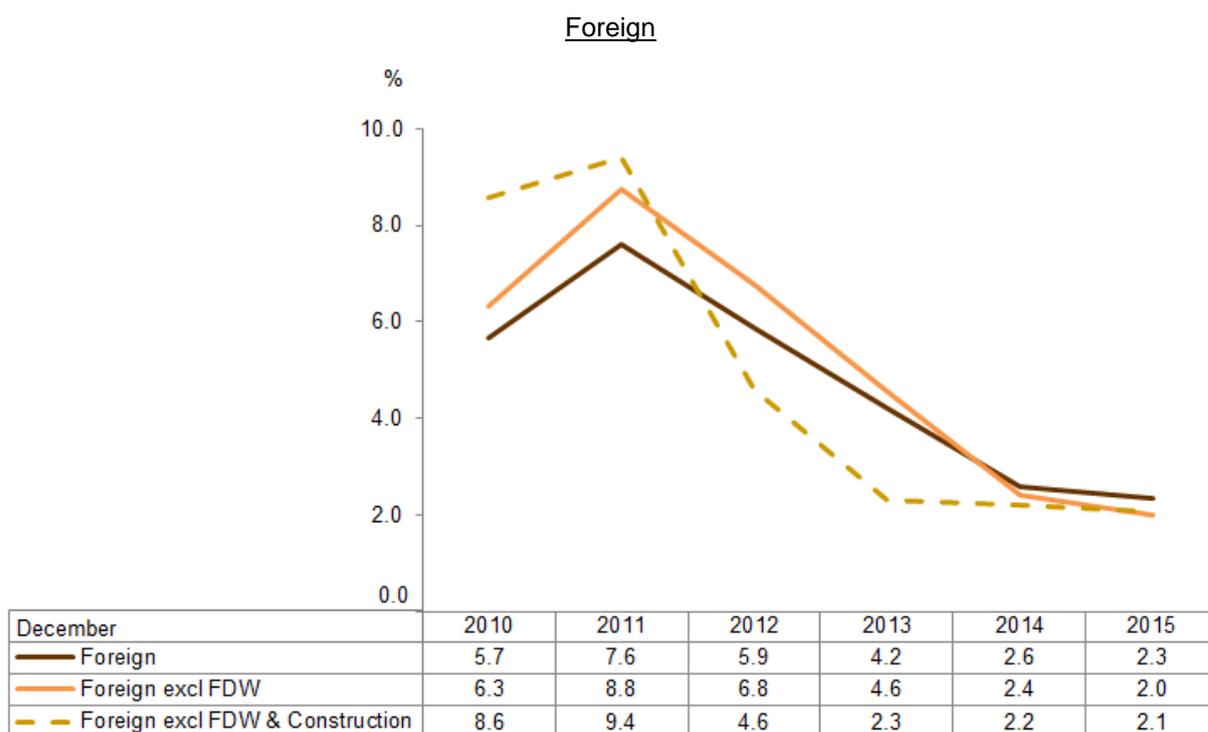
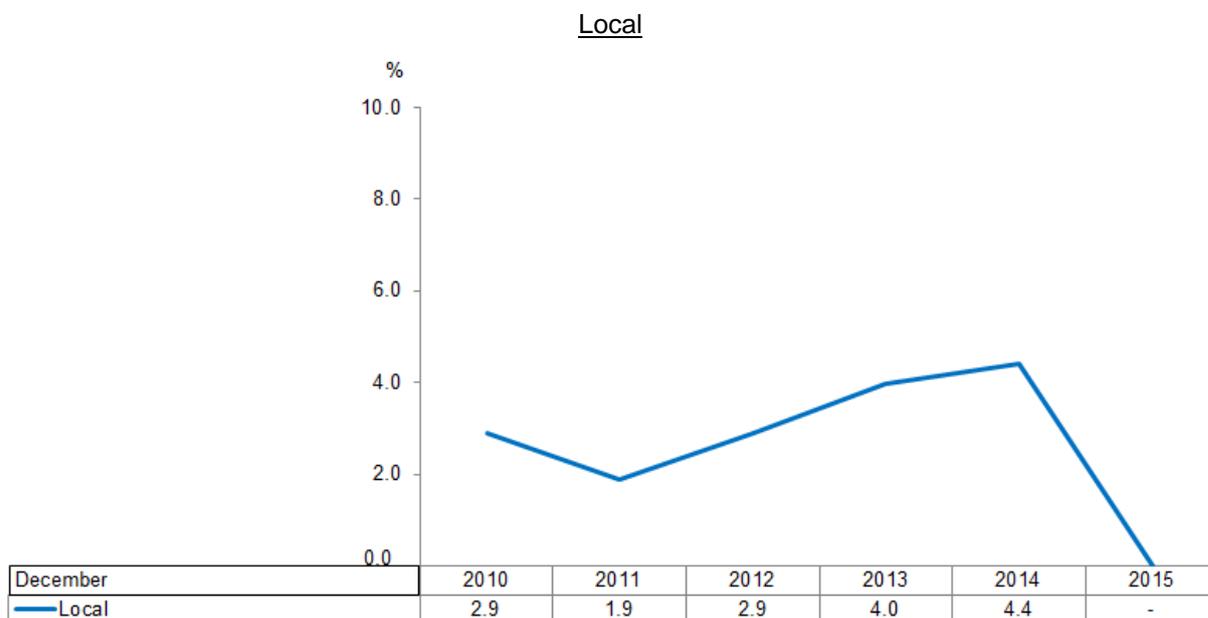


Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Local refer to Singapore citizen and permanent resident.
- (3) Data may not add up to the total due to rounding.
- (4) 'excl FDW' refers to excluding foreign domestic workers.

Chart 9: Year-on-Year Percentage Change In Employment By Residential Status



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) Local refer to Singapore citizen and permanent resident.
- (3) 'excl FDW' refers to excluding foreign domestic workers.
- (4) Growth rates refer to December-on-December.

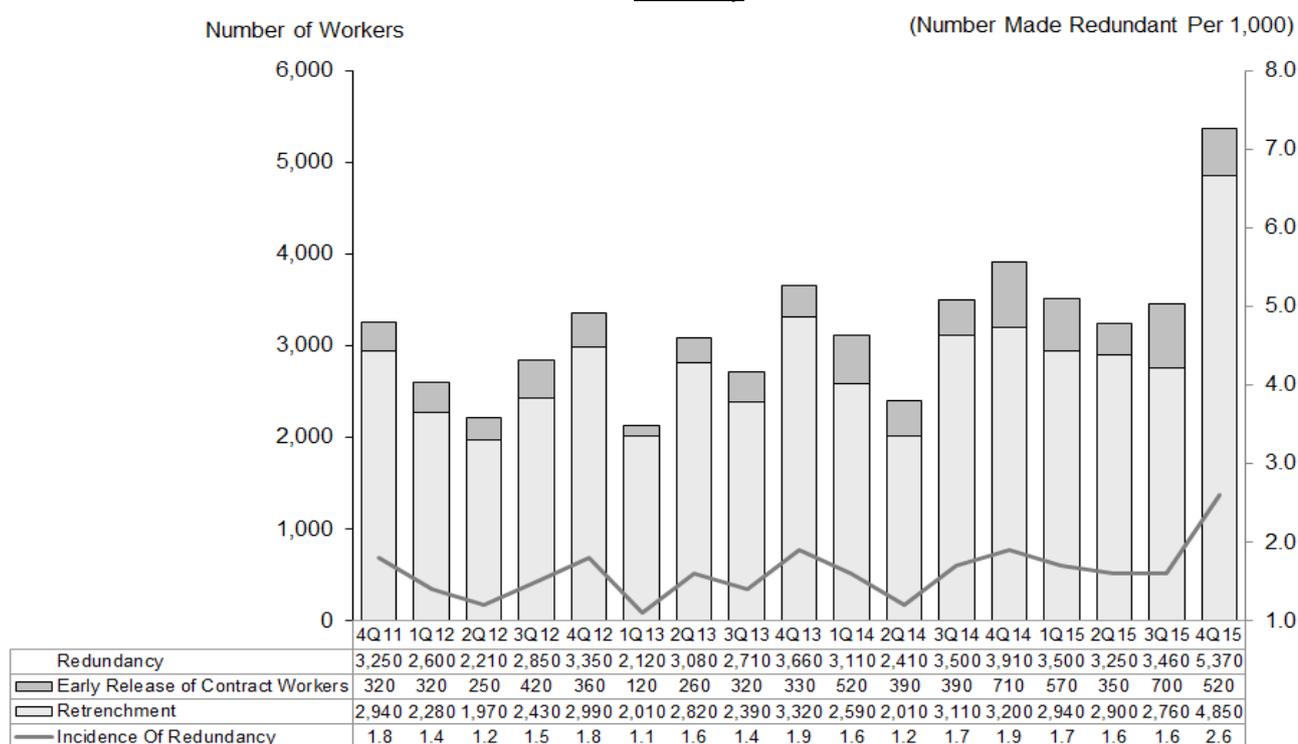
Redundancy

Redundancy rose, amid on-going business restructuring and softer economic conditions

Redundancy rose for the second consecutive quarter in the fourth quarter of 2015, on the back of more layoffs in manufacturing. Some 5,370 workers were laid off in the fourth quarter of 2015, higher than in the preceding quarter (3,460) and same quarter a year ago (3,910).

For the whole of 2015, 15,580 workers were laid off, up from 12,930 in 2014 but still below the recessionary high in 2009 (23,430). The annual number of redundancies has been on an uptrend since 2010, with the pace of increase accelerating in 2015 amid on-going restructuring and weaker economic conditions. The incidence of redundancy also rose to 7.4 redundancies per 1,000 workers, from 6.3 in 2014. Layoffs increased across all sectors in 2015. Services formed the bulk of redundancy (55%), mainly in professional services (15%), wholesale trade (14%) and financial services (11%). This was followed by manufacturing (33%) and construction (11%).

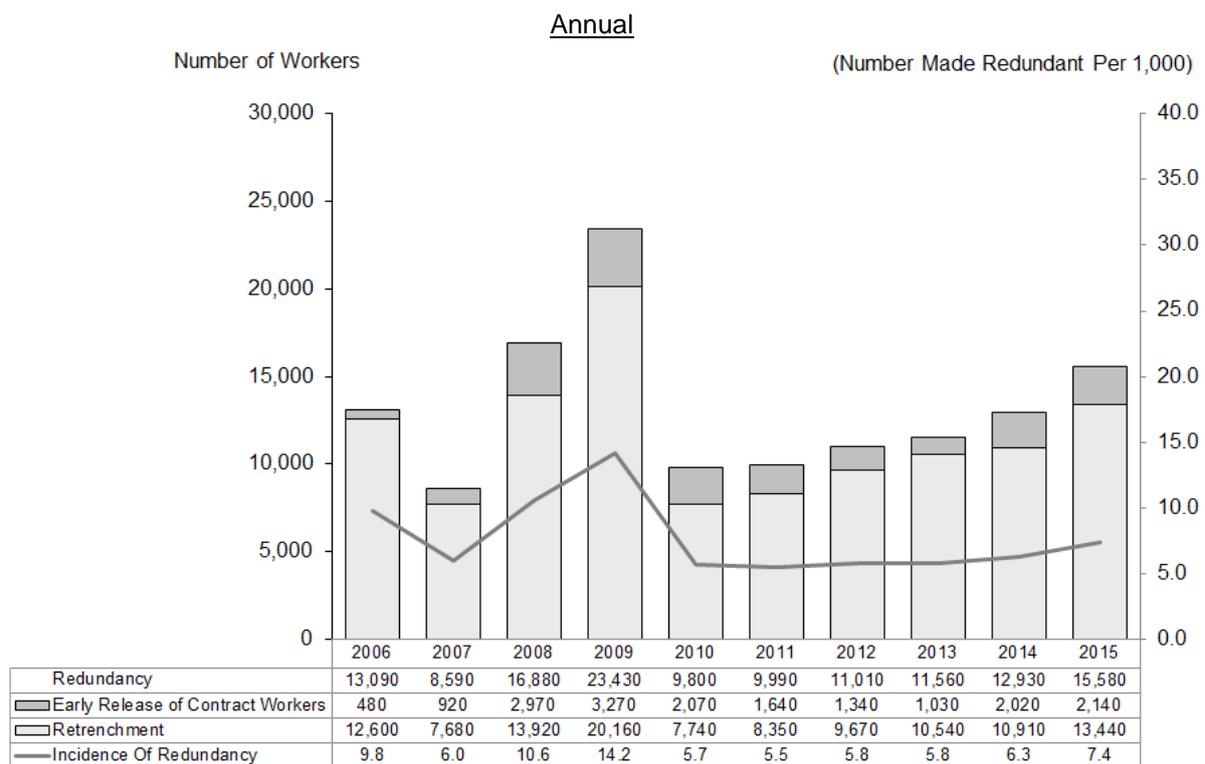
Chart 10: Redundancy
Quarterly



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

Notes:

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

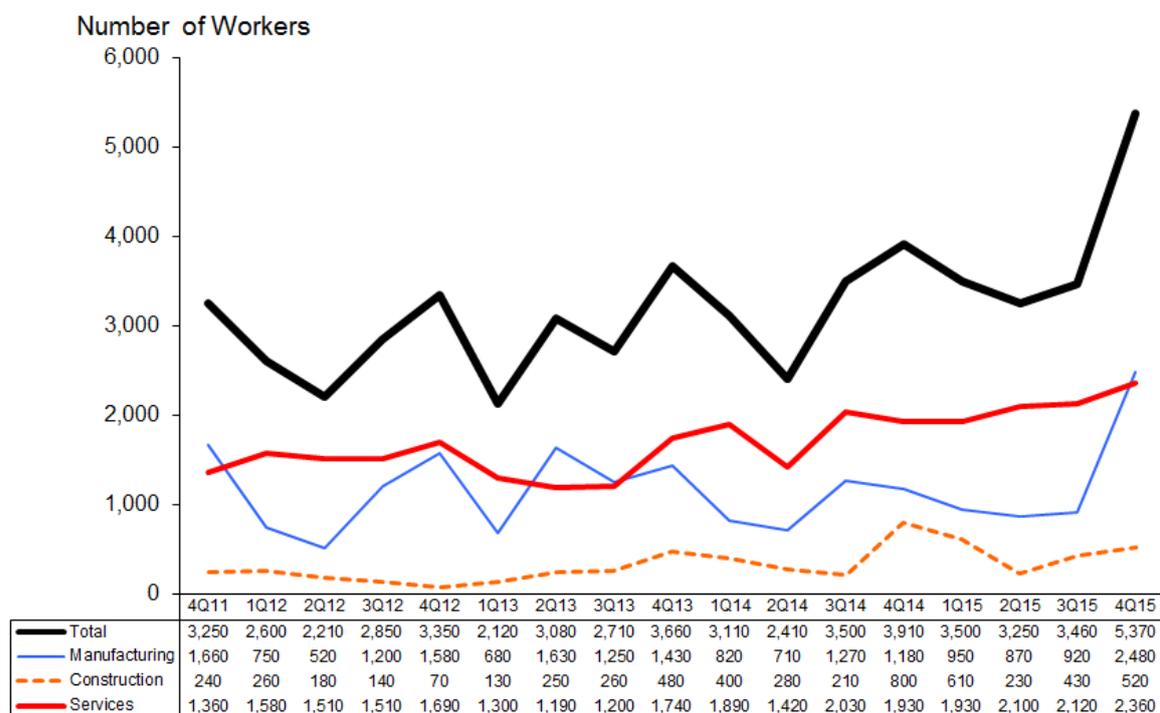


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

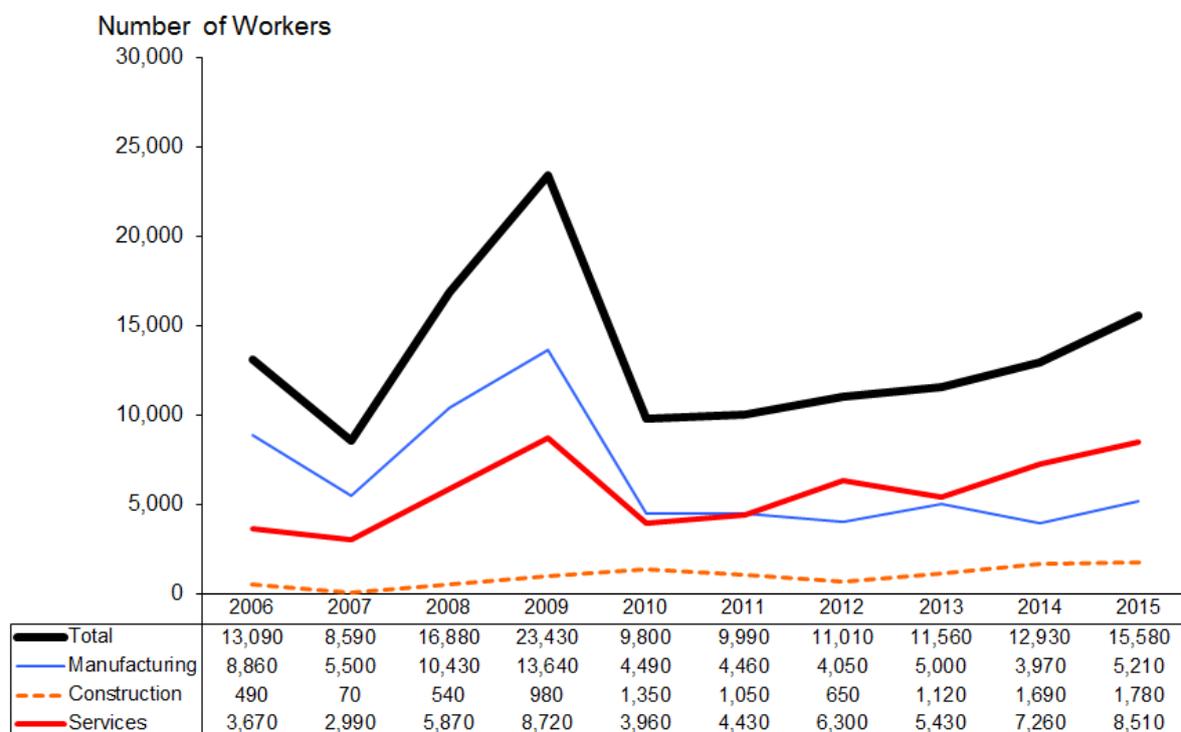
Notes:

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

Chart 11: Redundancy By Sector
Quarterly



Annual



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

Notes:

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

(2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Professionals, managers, executives and technicians or PMETs (71%) formed the bulk of redundancies. Their share among those made redundant was also higher than their share among employed residents (54%).

Table 3: Profile Of Residents Made Redundant

Characteristics	Per Cent
	Residents Made Redundant, 2015
Total	100.0
<u>Sex</u>	
Males	57.7
Females	42.3
<u>Age Group</u>	
Below 30	8.1
30 – 39	27.4
40 – 49	33.4
40 & Over	64.5
50 & Over	31.1
<u>Educational Attainment</u>	
Below Secondary	12.3
Secondary	18.5
Post Secondary (Non-Tertiary)	6.7
Diploma & Professional Qualification	18.7
Degree	43.9
<u>Occupational Group</u>	
Professionals, Managers, Executives & Technicians	71.1
Clerical, Sales & Service Workers	13.4
Production & Transport Operators, Cleaners & Labourers	15.5

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

Notes:

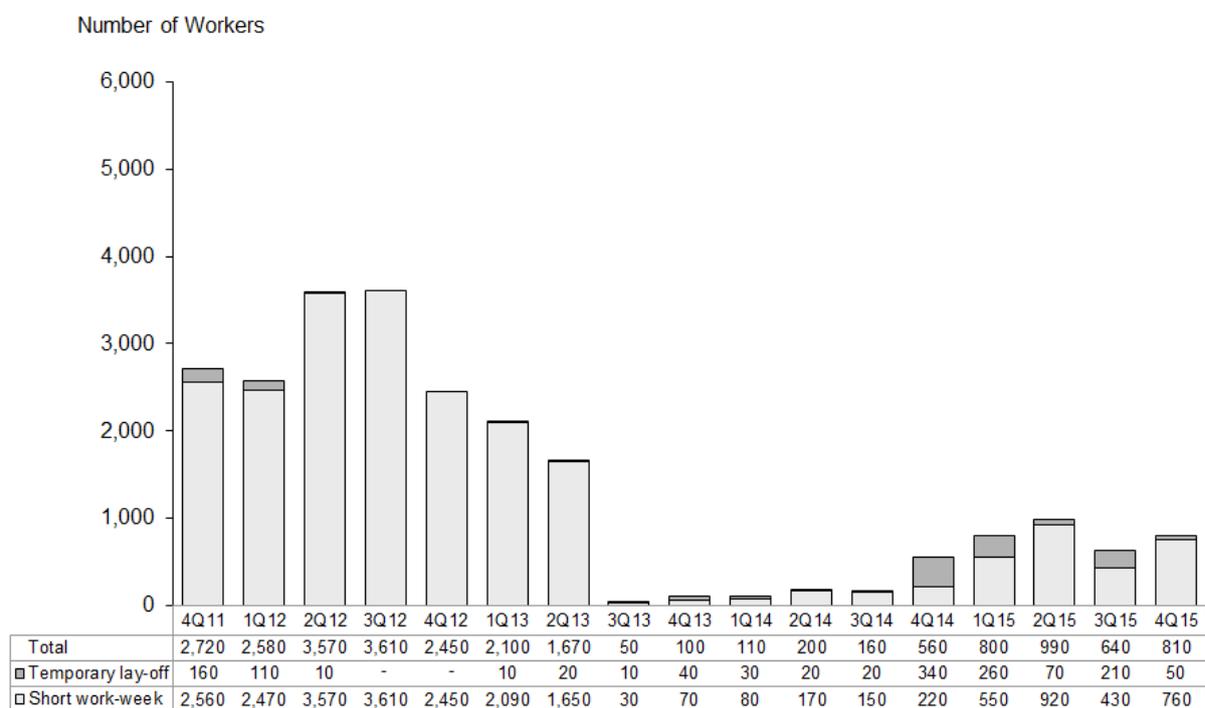
(1) Data on residents made redundant pertain to private sector establishments (each with at least 25 employees) and the public sector.

(2) Data may not add up to the total due to rounding.

More workers on short work-week/temporary layoff

More workers were placed on short work-week or temporarily laid-off in the fourth quarter of 2015 (810) compared to the previous quarter (640). The majority (93%) were placed on short work-week.

Chart 12: Number Of Workers On Short Work-week Or Temporary Layoff



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

Notes:

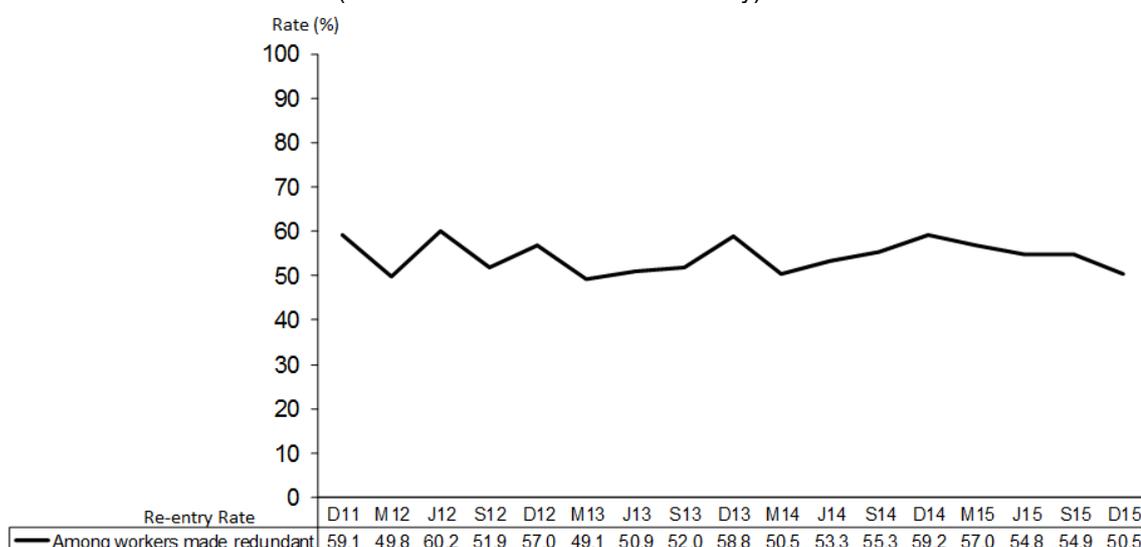
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.
- (3) -: Nil or negligible.

Re-entry Into Employment⁷

Broad-based decline in rate of re-entry into employment

The rate of re-entry into employment among workers made redundant declined. Based on Central Provident Fund (CPF) records, 50% of residents made redundant in the third quarter of 2015 secured employment by December 2015, down from 55% from the previous quarter, and 59% from the same period last year. The decline in re-entry rate was broad-based across all groups of workers.

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

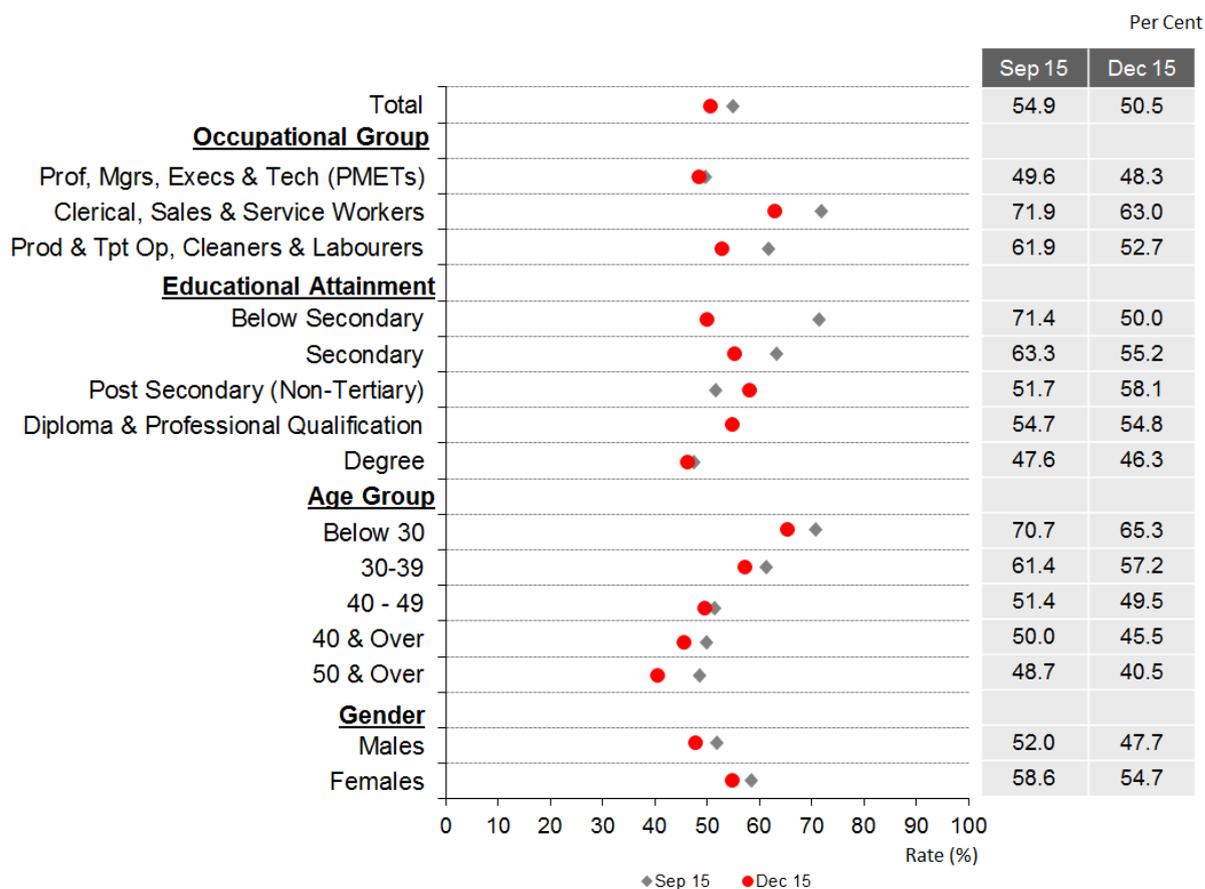


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Note: Data refer to the proportion of residents made redundant by private sectors establishments (each with at least 25 employees) and the public sector, who re-entered employment within six months of redundancy. Data refer to re-entry rates as at end of quarter for residents made redundant in the previous quarter.

⁷ Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who went into self or informal employment or undergo training while looking for a job.

Chart 14: Rate Of Re-entry Into Employment Of Residents Made Redundant
(Within Six Months Of Redundancy)



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

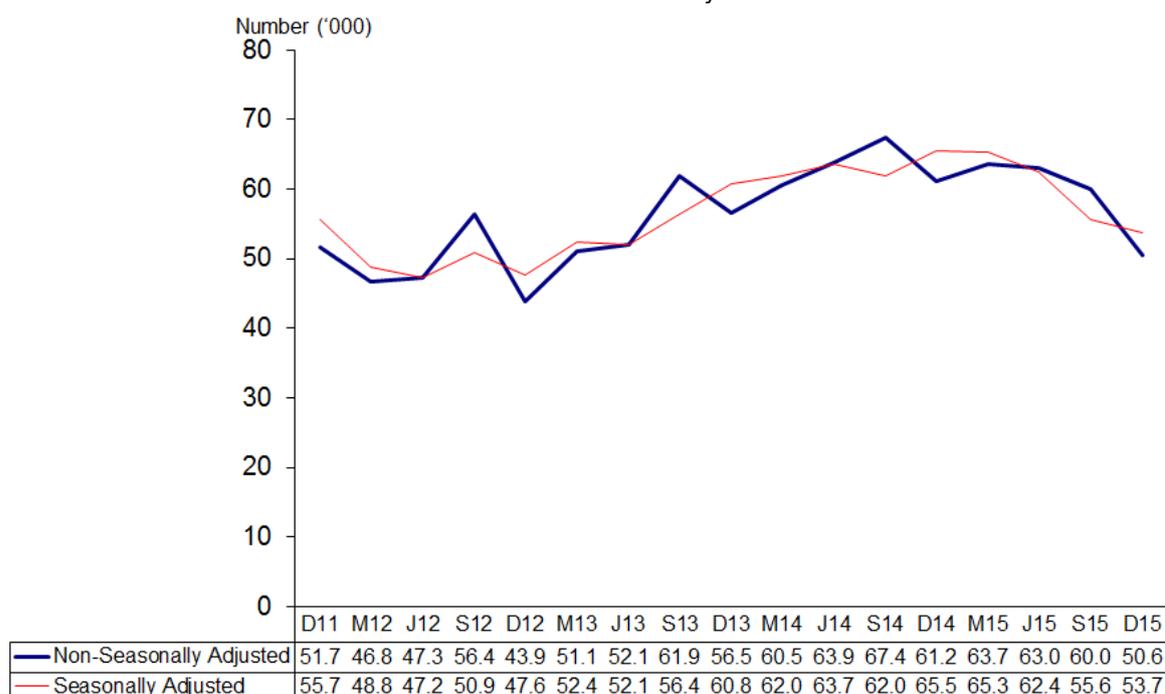
Note: Data refer to the proportion of residents who were made redundant by private sectors establishments (each with at least 25 employees) and the public sector in the second quarter of 2015/ third quarter of 2015 who re-entered employment by September 2015 / December 2015 respectively.

Job Vacancy

Job openings declined

Amid softer economic conditions and efforts to restructure towards a more productive and manpower lean economy, the number of job vacancies continued to fall. The seasonally adjusted vacancies declined for the fourth consecutive quarter to 53,700 in December 2015.

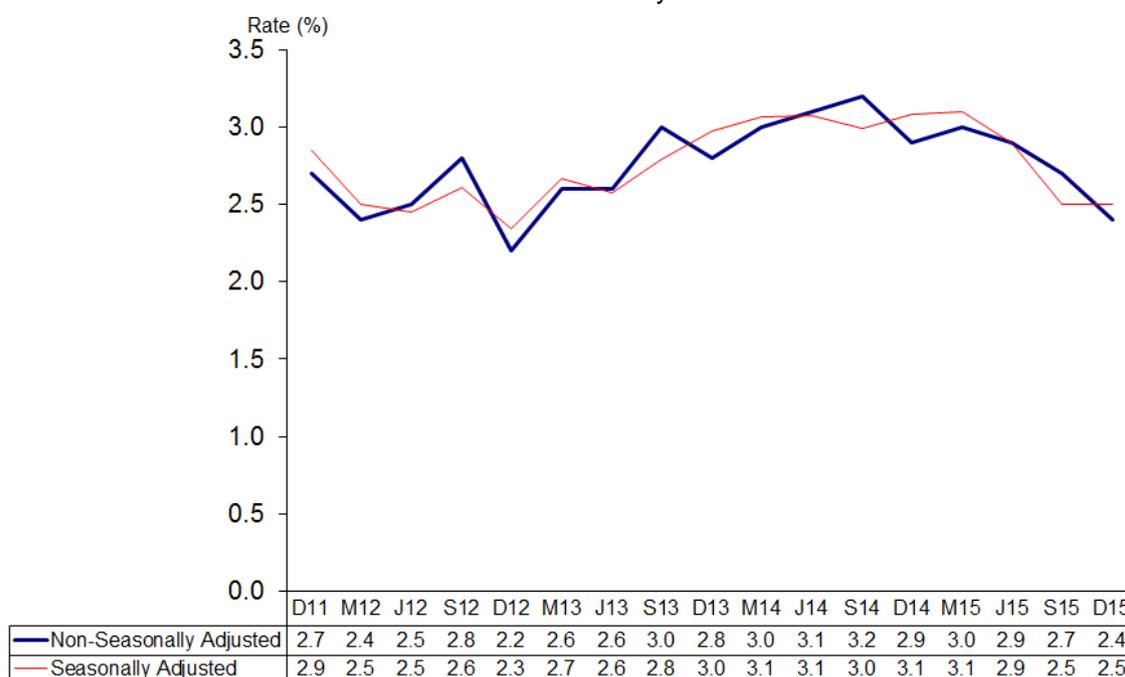
Chart 15: Job Vacancy



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

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

Chart 16: Job Vacancy Rate

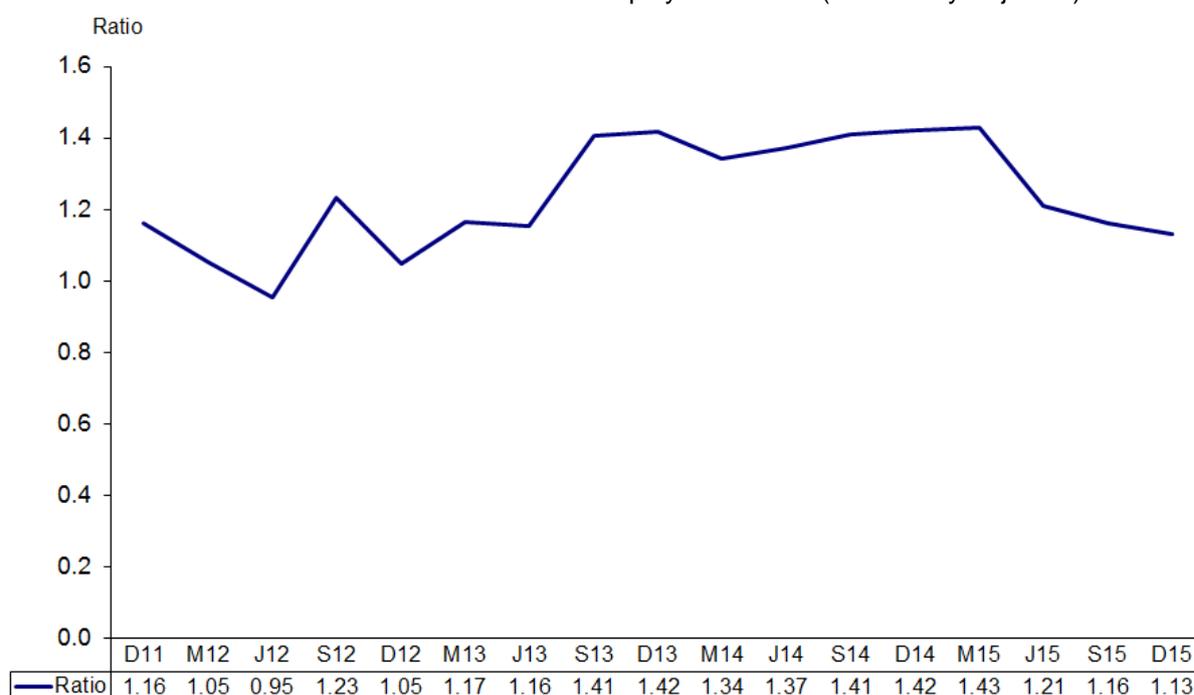


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

This led to a lower seasonally adjusted ratio of job vacancies to unemployed persons of 113 openings per 100 seekers in December 2015, down from 116 in September 2015 and 142 in December 2014.

Chart 17: Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

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

23,900 or 47% of the vacancies in December 2015 were for PMETs. Another 14,600 or 29% were for clerical, sales & service workers, and the remaining 12,100 or 24% for production & transport operators, cleaners & labourers.

The decline in vacancies year-on-year was broad-based across broad occupations. For non-PMETs, the declines were mainly in food & beverage (-1,300), construction (-1,300), transportation & storage (-1,100) and manufacturing (-800). There were also fewer vacant PMET positions in community, social & personal services (-2,600) and professional services (-1,200). Nonetheless, the vacancy rate, which is a measure of labour market tightness, remained above-average in accommodation (6.9%), security & investigation (5.3%), retail trade (4.3%) and food & beverage services (4.1%).

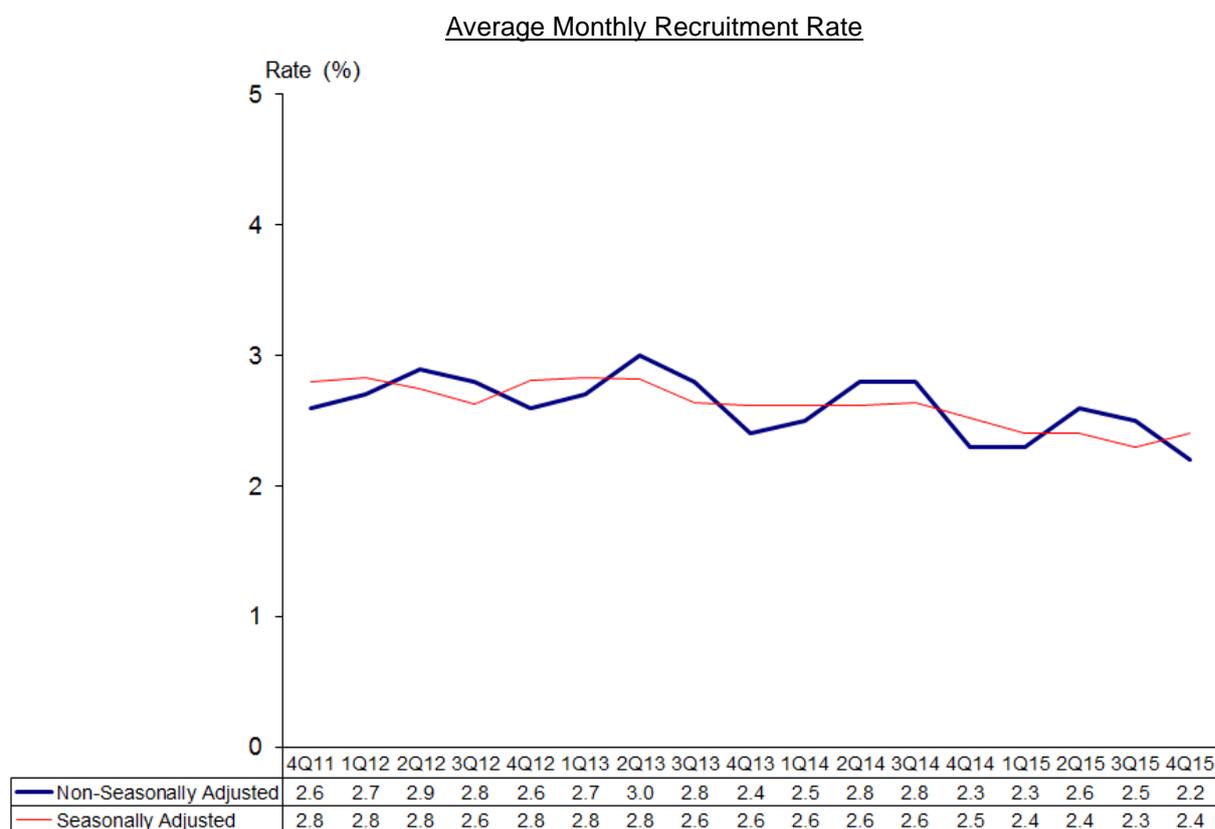
Labour Turnover

Labour turnover dipped year-on-year

After accounting for seasonal influences, labour turnover edged up quarter-on-quarter from 2.3% to 2.4% for recruitment, from 1.8% to 2.0% for resignation rates in the fourth quarter of 2015. However, for the whole of 2015, the annual average recruitment rate⁸ (2.4%) was lower than a year ago (2.6%) as hiring slowed, more so for clerical, sales & service workers and production & transport operators, cleaners & labourers (-0.3%-points each).

While there was a broad-based decline in recruitment rates across industries, sectors that relied more on part-time and temporary workers continued to experience higher labour turnover. These included retail trade, food & beverage services and cleaning & landscaping services.

Chart 18: Average Monthly Recruitment And Resignation Rates



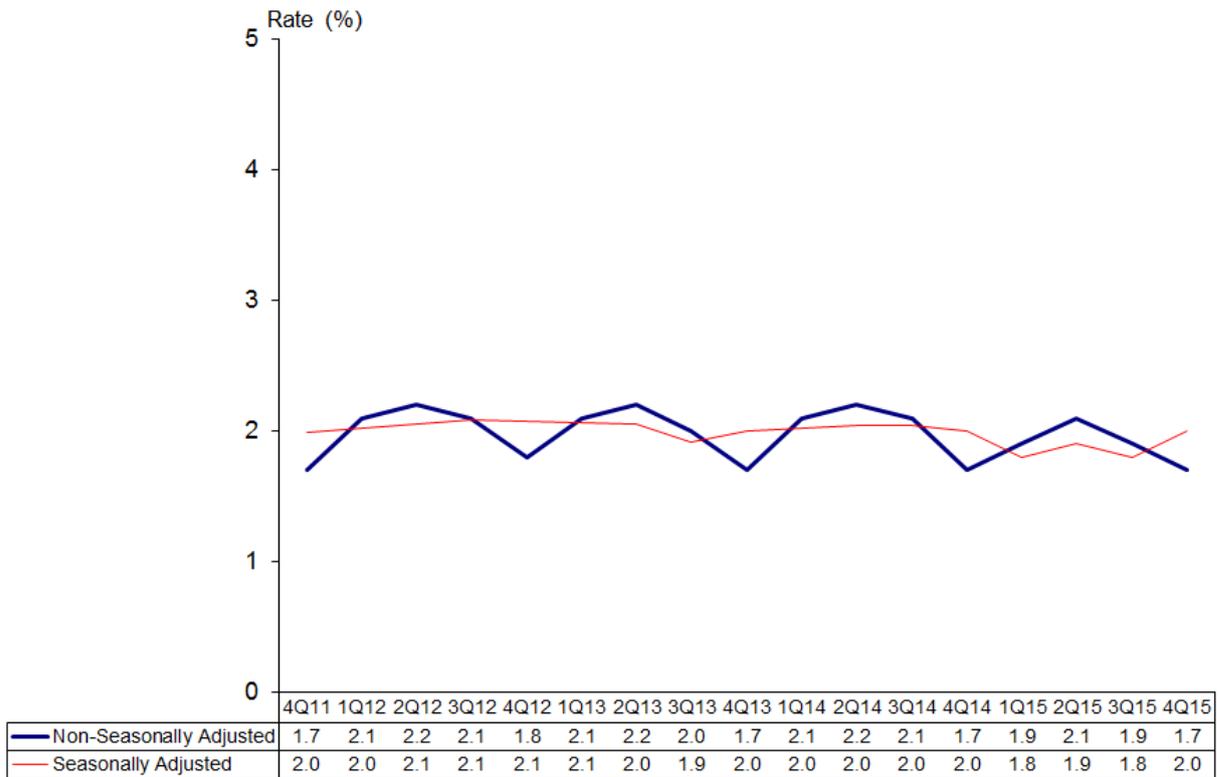
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

⁸ Non-seasonally adjusted

Average Monthly Resignation Rate



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

Notes:

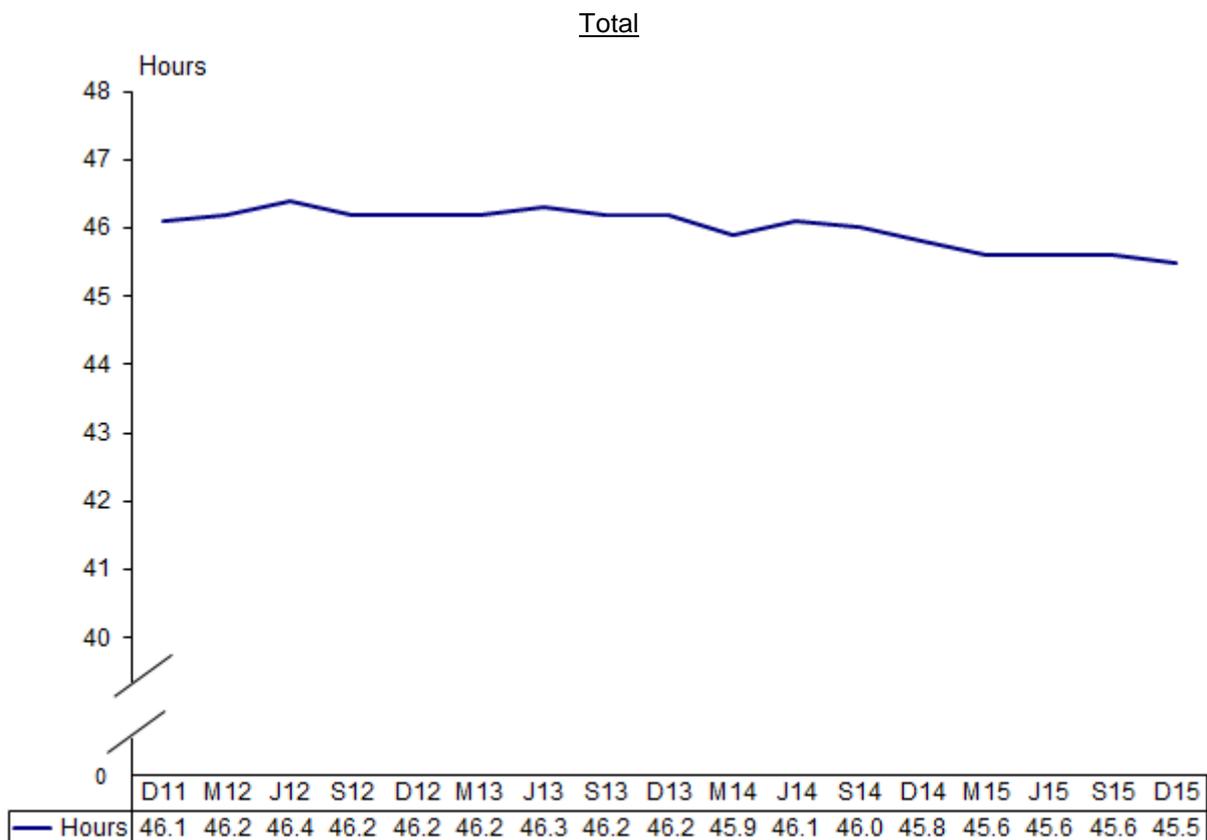
- (1) Data pertain to private establishment (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of persons who resigned/ who were recruited in a month divided by the average number of employees in the establishment.

Hours Worked

Paid hours worked per employee declined slightly

The average total weekly paid hours worked per employee declined marginally to 45.5 hours in December 2015, while paid overtime hours (3.4 hours) remained unchanged for the third consecutive quarter. Nonetheless, hours worked fell from a year ago (total: 45.8, overtime: 3.6).

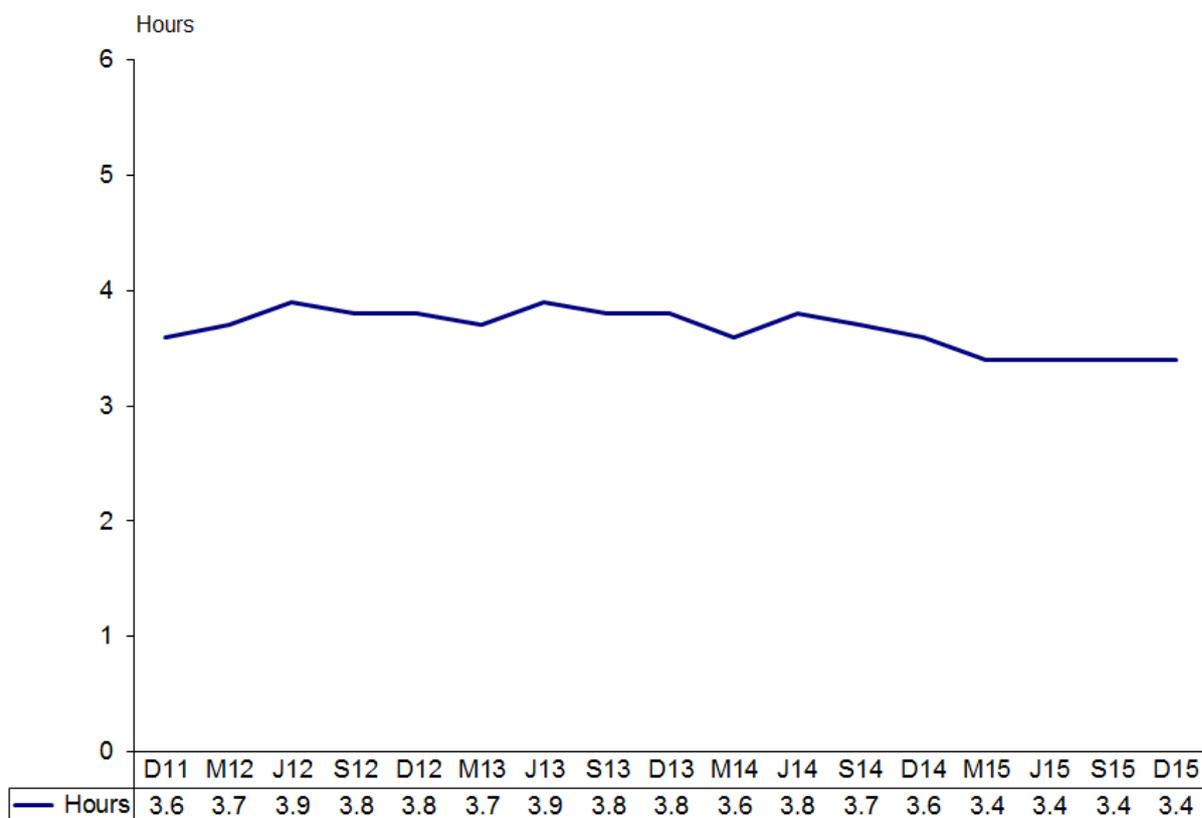
Chart 19: Average Weekly Paid Hours Worked Per Employee



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.

Overtime



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

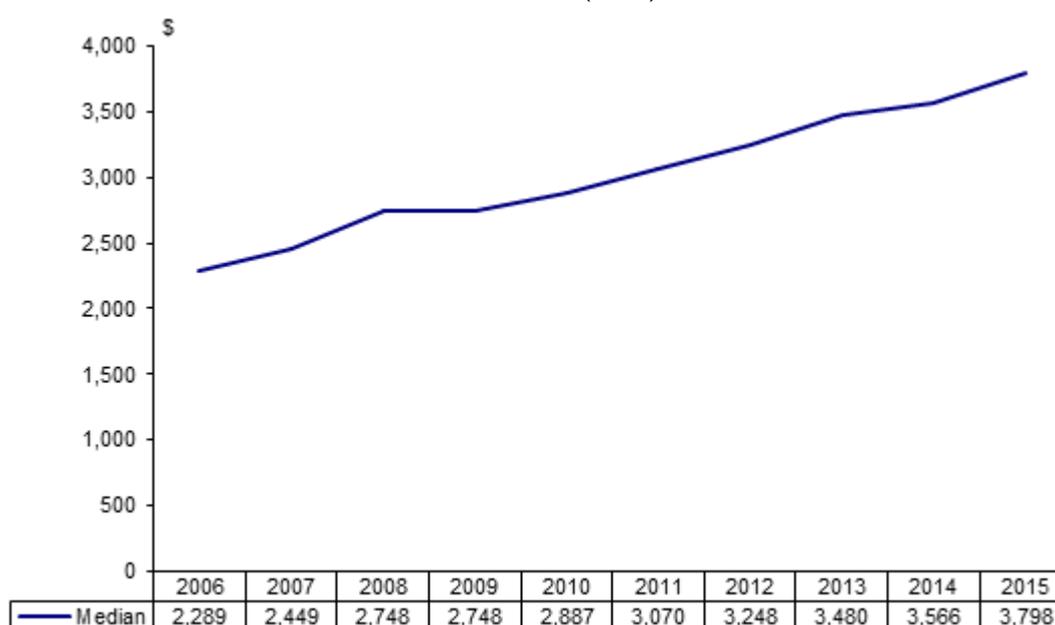
Note: Data pertain to private establishments (each with at least 25 employees) and the public sector.

Income from Work

Strong median income growth in 2015, amid tight labour market

Median income grew strongly for citizens in 2015, amid continued labour market tightness and manpower shortages in some industries.⁹ The nominal median monthly income from work of full-time employed Singaporeans (including employer CPF contributions) rose by 6.5% year-on-year to \$3,798 in June 2015. After adjusting for negative inflation,¹⁰ real median income grew at a faster pace of 7.0% in 2015.¹¹

Chart 20: Median Gross Monthly Income From Work Of Full-Time Employed Singapore Citizens, 2006 To 2015 (June)



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

Notes:

- (1) Income from work includes employer CPF contributions for employees.
- (2) Data exclude full-time National Servicemen.

⁹ The Monetary Authority of Singapore's Labour Market Pressure Indicator, which captures the extent of labour market tightness, eased in the second quarter of 2015 but remained higher than its historical average. The vacancy rate for all sectors, except construction and manufacturing, were higher than their 10-year historical average. Source: Macroeconomic Review, October 2015, Monetary Authority of Singapore

¹⁰ The Consumer Price Index (CPI) for all items fell by 0.5% in 2015.

¹¹ Real income growth adjusted using CPI less imputed rentals on owner-occupied accommodation, which relates more directly to the actual spending of households, was 6.4% in 2015.

Sustained rise in income at the median and 20th percentile over the last five years

Full-time employed Singaporeans registered sustained median income growth (including employer CPF contributions) of 32% from \$2,887 in 2010 to \$3,798 in 2015 in nominal terms, or 5.6% p.a. After adjusting for inflation, real median income grew by 16% or 3.0% p.a. in the recent five years. The growth was comparable with that of income at the 20th percentile, which also rose by a similar pace of 31% or 5.5% p.a. over the last five years to \$1,965 in 2015, and 16% or 2.9% p.a. in real terms.¹²

Table 4: Change In Gross Monthly Income From Work Of Full-Time Employed Singapore Citizens, 2010 To 2015 (June)

	Nominal		Real*	
	Cumulative (%)	Annualised (% p.a.)	Cumulative (%)	Annualised (% p.a.)
Median (50th Percentile)	31.6	5.6	16.1	3.0
			(18.0)	(3.4)
20th Percentile	31.0	5.5	15.6	2.9
			(17.5)	(3.3)

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

Notes:

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

¹² As the data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years). Studying income at the 20th percentile level over longer periods allows for more meaningful analysis of the income growth, as the year-on-year volatility in the data gets smoothed out.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2013	2014	2015	2014	2015			
				Dec	Mar	Jun	Sep	Dec
TOTAL	2.8	2.7	2.8	2.2	2.4	3.8	2.5	2.4
				(2.7)	(2.5)	(2.8)	(3.0)	(2.9)
GENDER								
Males	2.7	2.7	2.7	2.2	2.3	3.6	2.5	2.4
Females	2.9	2.9	2.9	2.3	2.6	4.0	2.5	2.4
AGE GROUP (YEARS)								
Below 30	5.2	5.2	5.1	4.7	4.5	7.2	4.2	4.3
30 - 39	2.2	2.2	1.9	1.7	1.6	2.6	1.8	1.6
40 - 49	2.2	2.1	2.4	1.7	2.3	2.9	2.2	2.1
40 & Over	2.2	2.2	2.3	1.6	2.0	3.1	2.2	2.0
50 & Over	2.3	2.3	2.4	1.5	1.8	3.3	2.3	2.0
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.4	2.5	2.5	1.8	2.0	3.5	2.1	2.3
Secondary	2.9	2.8	2.7	2.2	2.5	4.0	2.3	2.0
Post-Secondary (Non-Tertiary)	3.5	2.7	3.0	2.5	2.7	4.2	2.5	2.7
Diploma & Professional Qualification	2.7	2.9	2.9	2.4	2.4	4.0	2.6	2.6
Degree	2.8	2.9	2.8	2.4	2.6	3.5	2.8	2.4

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) Seasonally adjusted 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	2013	2014	2015	2014	2015			
				Dec	Mar	Jun	Sep	Dec
TOTAL	59.8	61.2	62.5	51.2	54.4	84.5	56.7	54.3
				(61.2)	(56.4)	(62.8)	(66.8)	(64.7)
GENDER								
Males	32.1	31.8	33.2	27.2	28.0	44.4	30.7	30.0
Females	27.7	29.4	29.2	24.0	26.4	40.2	26.0	24.3
AGE GROUP (YEARS)								
Below 30	21.3	22.1	22.2	21.6	20.0	30.7	18.3	19.6
30 - 39	11.2	11.5	9.9	9.0	8.4	13.2	9.5	8.5
40 - 49	11.7	11.4	12.6	9.4	12.4	15.4	11.4	11.3
40 & Over	27.3	27.7	30.4	20.7	26.1	40.5	28.8	26.2
50 & Over	15.6	16.3	17.8	11.3	13.7	25.2	17.4	14.9
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	10.7	11.1	10.6	8.8	8.8	14.2	9.2	10.2
Secondary	11.9	11.6	11.3	9.3	10.9	16.2	9.9	8.4
Post-Secondary (Non-Tertiary)	7.9	6.4	7.4	5.7	6.4	11.3	5.7	6.2
Diploma & Professional Qualification	10.7	12.1	12.5	10.2	10.3	17.4	11.4	11.0
Degree	18.6	20.1	20.6	17.2	18.0	25.4	20.5	18.4

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) Seasonally adjusted 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

Per Cent

Characteristics	2013	2014	2015	2014	2015				
				Dec	Mar	Jun	Sep	Dec	
				TOTAL	0.6	0.6	0.6	0.5	0.5
GENDER									
Males	0.7	0.6	0.6	0.5	0.6	0.8	0.5	0.5	
Females	0.5	0.5	0.5	0.4	0.4	0.5	0.6	0.5	
AGE GROUP (YEARS)									
Below 30	0.6	0.5	0.5	0.4	0.5	0.6	0.4	0.3	
30 - 39	0.5	0.4	0.5	0.3	0.4	0.5	0.4	0.5	
40 - 49	0.7	0.5	0.7	0.5	0.6	0.6	0.8	0.7	
40 & Over	0.7	0.6	0.7	0.5	0.5	0.8	0.7	0.6	
50 & Over	0.7	0.8	0.7	0.6	0.5	0.9	0.6	0.6	
HIGHEST QUALIFICATION ATTAINED									
Below Secondary	0.5	0.5	0.4	0.3	0.3	0.6	0.3	0.4	
Secondary	0.6	0.5	0.5	0.3	0.3	0.8	0.4	0.6	
Post-Secondary (Non-Tertiary)	0.7	0.6	0.6	0.7	0.5	0.6	0.8	0.4	
Diploma & Professional Qualification	0.6	0.5	0.5	0.5	0.4	0.6	0.4	0.5	
Degree	0.8	0.6	0.8	0.6	0.7	0.8	0.9	0.6	

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	2013	2014	2015	2014	2015			
				Dec	Mar	Jun	Sep	Dec
				TOTAL	13.4	12.1	12.7	10.6
GENDER								
Males	8.3	7.5	7.6	6.6	6.9	10.1	6.7	6.5
Females	5.1	4.5	5.1	4.1	4.3	5.3	6.1	4.9
AGE GROUP (YEARS)								
Below 30	2.4	2.0	1.9	1.9	2.2	2.5	1.9	1.2
30 - 39	2.7	1.8	2.2	1.7	2.1	2.4	1.9	2.5
40 - 49	3.6	2.7	3.5	2.5	3.0	3.5	4.1	3.5
40 & Over	8.3	8.2	8.5	7.1	6.9	10.6	8.9	7.8
50 & Over	4.8	5.6	5.0	4.5	3.9	7.1	4.9	4.2
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.1	2.2	1.8	1.7	1.4	2.5	1.4	1.7
Secondary	2.3	2.2	2.2	1.3	1.5	3.1	1.6	2.4
Post-Secondary (Non-Tertiary)	1.6	1.2	1.4	1.5	1.1	1.7	1.7	1.0
Diploma & Professional Qualification	2.5	2.1	2.0	2.1	1.9	2.7	1.7	1.9
Degree	5.1	4.3	5.4	4.1	5.2	5.5	6.3	4.4

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

Notes :

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

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2010)	Total Employment Change									Total Employment Level in Dec 2015
	2013	2014	2015	2014	2015					
				4Q	1Q	2Q	3Q	4Q		
TOTAL	136.2	130.1	32.3	40.7	-6.1	9.7	12.6	16.1	16.1	3,656.2
C10-32 MANUFACTURING	5.3	-4.4	-22.1	-1.4	-6.9	-4.4	-4.3	-6.5	-6.5	513.8
C10-12 Food, Beverages & Tobacco	2.1	2.0	2.8	0.4	0.5	1.2	0.6	0.5	0.5	45.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.3	-0.6	-2.7	-0.4	-1.2	-0.6	-0.3	-0.6	-0.6	34.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	-3.1	-4.6	-1.0	-3.3	-1.4	1.0	-0.9	-0.9	57.6
C25,28 Fabricated Metal Products, Machinery & Equipment	0.7	0.3	-5.5	-0.5	-1.5	-0.9	-1.3	-1.8	-1.8	103.7
C26 Electronic, Computer & Optical Products	-2.5	-0.9	-1.7	0.1	-0.3	-0.6	-0.2	-0.7	-0.7	87.3
C29-30 Transport Equipment	4.1	-3.4	-11.4	-0.1	-1.0	-3.5	-3.6	-3.3	-3.3	122.0
Other Manufacturing Industries	0.8	1.4	1.0	0.3	-0.1	1.4	-0.6	0.2	0.2	63.7
F41-43 CONSTRUCTION	35.2	14.3	8.6	1.5	-3.6	7.6	3.7	0.9	0.9	500.0
G-U SERVICES	94.1	119.7	45.5	40.1	4.3	6.5	13.3	21.5	21.5	2,615.2
G46-47 WHOLESALE AND RETAIL TRADE	13.1	20.5	-9.4	11.1	-4.5	-7.0	-2.3	4.4	4.4	490.7
G46 Wholesale Trade	9.2	10.5	-1.5	4.6	0.3	-2.8	-0.1	1.0	1.0	325.6
G47 Retail Trade	3.9	10.0	-7.9	6.6	-4.8	-4.2	-2.2	3.3	3.3	165.1
H49-53 TRANSPORTATION AND STORAGE	8.8	7.5	3.1	2.0	1.4	1.2	-	0.5	0.5	237.1
H49,5221 Land Transport & Supporting Services	2.7	2.8	2.5	0.8	0.6	0.4	0.6	0.9	0.9	93.0
H50,5222, 5225 Water Transport & Supporting Services	2.2	2.2	-	0.5	0.6	0.1	-0.3	-0.5	-0.5	51.2
H51,5223 Air Transport & Supporting Services	1.5	-0.3	0.4	0.4	-0.1	0.3	0.4	-0.2	-0.2	29.2
Other Transportation & Storage Services	2.5	2.8	0.2	0.3	0.2	0.4	-0.7	0.2	0.2	63.7
I55-56 ACCOMMODATION AND FOOD SERVICES	9.7	9.1	4.8	5.9	-1.8	0.6	1.6	4.4	4.4	240.7
I55 Accommodation	0.4	-0.1	-0.3	-0.7	-0.7	-0.7	1.4	-0.3	-0.3	35.1
I56 Food & Beverage Services	9.3	9.2	5.2	6.5	-1.1	1.3	0.3	4.7	4.7	205.6
J58-63 INFORMATION AND COMMUNICATIONS	8.1	6.4	5.4	1.6	1.1	1.7	2.1	0.4	0.4	125.3
J58-61 Telecommunications, Broadcasting & Publishing	2.8	1.3	0.1	0.3	0.1	-0.1	-	0.1	0.1	41.1
J62-63 IT & Other Information Services	5.4	5.1	5.3	1.3	1.0	1.9	2.1	0.3	0.3	84.2
K64-66 FINANCIAL AND INSURANCE SERVICES	4.6	9.3	4.5	1.8	0.8	0.3	2.6	0.8	0.8	201.4
K64 & 66 (excl.662) Financial Services	3.9	6.1	3.9	1.2	1.1	-0.2	2.2	0.8	0.8	167.3
K65 & 662 Insurance Services	0.7	3.2	0.6	0.5	-0.3	0.5	0.4	0.1	0.1	34.2
L68 REAL ESTATE SERVICES	0.4	6.9	-5.1	0.5	-1.9	-3.4	-0.5	0.7	0.7	90.7
M69-75 PROFESSIONAL SERVICES	14.9	14.0	7.7	2.4	0.7	2.2	4.4	0.4	0.4	244.0
M69-70 Legal, Accounting & Management Services	7.8	8.1	10.5	1.7	1.6	3.7	4.2	0.9	0.9	124.7
M71 Architectural & Engineering Services	4.0	0.3	-1.5	-0.6	-0.7	-0.5	-0.1	-0.2	-0.2	63.2
Other Professional Services	3.2	5.5	-1.2	1.3	-0.2	-0.9	0.3	-0.4	-0.4	56.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	11.4	13.6	12.3	5.4	2.0	7.0	-0.3	3.6	3.6	213.2
N80 Security & Investigation	1.3	2.6	2.2	0.4	0.3	1.6	-0.1	0.4	0.4	42.3
N81 Cleaning & Landscaping	3.0	3.3	7.4	1.2	1.0	5.1	0.5	0.7	0.7	57.7
Other Administrative & Support Services	7.1	7.7	2.8	3.7	0.6	0.2	-0.7	2.6	2.6	113.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	23.1	32.4	22.4	9.5	6.5	3.9	5.7	6.2	6.2	772.1
O84,P85 Public Administration & Education	6.3	8.9	4.9	2.9	2.9	-0.2	-	2.2	2.2	239.0
Q86-88 Health & Social Services	8.5	8.5	7.3	2.2	1.5	1.8	2.4	1.6	1.6	136.8
R90-93 Arts, Entertainment & Recreation	-1.2	2.1	0.6	0.9	-0.4	0.2	0.5	0.3	0.3	56.1
S,T,U Other Community, Social & Personal Services	9.6	12.9	9.6	3.5	2.6	2.0	2.8	2.2	2.2	340.3
A,B,D,E,V OTHERS*	1.5	0.5	0.3	0.5	0.1	-	-	0.2	0.2	27.2

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							
		2013	2014	2015	2014	2015			
					4Q	1Q	2Q	3Q	4Q
TOTAL		11 560	12 930	15 580	3 910	3 500	3 250	3 460	5 370
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	5 000	3 970	5 210	1 180	950	870	920	2 480
C10-12	Food, Beverages & Tobacco	40	120	80	70	-	20	10	50
C17,18,22	Paper / Rubber / Plastic Products & Printing	380	150	570	50	330	60	70	120
C19-21	Petroleum, Chemical & Pharmaceutical Products	220	170	320	30	40	50	30	200
C25,28	Fabricated Metal Products, Machinery & Equipment	660	1 330	1 680	260	280	310	360	730
C26	Electronic, Computer & Optical Products	2 490	1 300	1 690	670	220	120	200	1 140
C29-30	Transport Equipment	220	460	670	20	40	260	180	180
	Other Manufacturing Industries	980	460	200	80	40	50	60	50
F41-43	CONSTRUCTION	1 120	1 690	1 780	800	610	230	430	520
G-U	SERVICES	5 430	7 260	8 510	1 930	1 930	2 100	2 120	2 360
G46-47	WHOLESALE AND RETAIL TRADE	1 280	2 190	2 180	700	490	540	560	590
G46	Wholesale Trade	1 180	1 490	2 150	460	480	530	560	590
G47	Retail Trade	100	700	30	240	10	10	-	-
H49-53	TRANSPORTATION AND STORAGE	450	470	690	110	110	140	180	250
H49,5221	Land Transport & Supporting Services	10	-	60	-	-	60	-	-
H50,5222,5225	Water Transport & Supporting Services	140	210	280	30	50	40	20	180
H51,5223	Air Transport & Supporting Services	100	20	110	10	-	10	90	10
	Other Transportation & Storage Services	200	240	250	70	70	30	80	70
I55-56	ACCOMMODATION AND FOOD SERVICES	220	380	200	50	70	50	20	60
I55	Accommodation	10	240	10	-	-	10	-	-
I56	Food & Beverage Services	210	140	190	50	70	40	20	60
J58-63	INFORMATION AND COMMUNICATIONS	800	790	710	170	170	180	200	150
J58-61	Telecommunications, Broadcasting & Publishing	480	350	280	90	50	130	40	50
J62-63	IT & Other Information Services	330	440	430	90	120	50	160	110
K64-66	FINANCIAL AND INSURANCE SERVICES	1 270	1 350	1 760	360	430	410	440	480
K64 & 66 (excl.662)	Financial Services	1 230	1 280	1 710	360	430	400	430	450
K65 & 662	Insurance Services	40	60	50	-	-	-	10	30
L68	REAL ESTATE SERVICES	30	90	50	-	-	30	-	20
M69-75	PROFESSIONAL SERVICES	960	1 520	2 290	470	460	560	590	690
M69-70	Legal, Accounting & Management Services	590	1 030	1 180	210	190	320	320	340
M71	Architectural & Engineering Services	240	350	940	210	230	210	210	300
	Other Professional Services	120	140	170	50	40	30	60	40
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	240	360	400	40	120	130	100	50
N80	Security & Investigation	-	110	70	10	-	70	-	-
N81	Cleaning & Landscaping	10	10	50	-	30	-	10	10
	Other Administrative & Support Services	230	230	280	30	90	70	100	30
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	190	130	230	40	80	60	20	80
O84,P85	Public Administration & Education	30	40	40	-	-	20	-	20
Q86-88	Health & Social Services	10	20	90	20	30	20	-	40
R90-93	Arts, Entertainment & Recreation	40	20	10	10	-	-	10	-
S,T,U	Other Community, Social & Personal Services	120	50	80	10	50	10	10	20
A,B,D,E,V	OTHERS*	10	10	80	-	10	50	-	20
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	6 430	6 530	8 550	1 790	1 760	1 900	2 150	2 750
	Clerical, Sales & Service Workers	1 140	1 860	1 550	570	340	420	310	490
	Production & Transport Operators, Cleaners & Labourers	4 000	4 540	5 480	1 550	1 400	930	1 010	2 140

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, 2015

Industry (SSIC 2010)		Reasons For Redundancy							Number of Workers			
		Recession/ Down- turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restruc- turing	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Occupational Group		
										Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Laboure- rs
TOTAL		4 800	4 070	6 030	8 700	1 070	780	350	15 580	8 550	1 550	5 480
C10-32 MANUFACTURING		2 010	1 330	2 330	2 580	920	80	10	5 210	2 060	300	2 860
C10-12	Food, Beverages & Tobacco	10	-	20	50	20	-	-	80	10	40	30
C17,18,22	Paper / Rubber / Plastic Products & Printing	80	170	870	40	370	20	-	570	50	30	500
C19-21	Petroleum, Chemical & Pharmaceutical Products	150	20	290	160	160	-	-	320	230	20	70
C25,28	Fabricated Metal Products, Machinery & Equipment	1 120	590	600	520	180	50	-	1 680	640	130	920
C26	Electronic, Computer & Optical Products	170	140	330	1 460	170	-	-	1 690	860	50	780
C29-30	Transport Equipment	430	400	130	250	20	10	-	670	170	10	490
	Other Manufacturing Industries	50	10	90	100	-	-	-	200	100	20	80
F41-43 CONSTRUCTION		1 050	920	1 380	260	20	380	-	1 780	190	80	1 510
G-U SERVICES		1 670	1 780	2 310	5 850	130	300	350	8 510	6 250	1 160	1 090
G46-47	WHOLESALE AND RETAIL TRADE	390	370	360	1 710	60	10	20	2 180	1 610	320	250
G46	Wholesale Trade	380	370	360	1 700	60	10	20	2 150	1 600	320	240
G47	Retail Trade	10	10	-	10	-	-	-	30	10	-	10
H49-53	TRANSPORTATION AND STORAGE	140	210	150	260	10	70	110	690	240	190	270
H49,5221	Land Transport & Supporting Services	-	50	-	-	-	-	-	60	-	10	50
H50,5222,5225	Water Transport & Supporting Services	80	10	70	100	10	60	70	280	110	60	100
H51,5223	Air Transport & Supporting Services	-	-	-	60	-	-	40	110	40	60	-
	Other Transportation & Storage Services	60	150	70	100	-	10	-	250	80	50	120
I55-56	ACCOMMODATION AND FOOD SERVICES	30	110	100	40	-	-	10	200	30	130	50
I55	Accommodation	-	-	10	10	-	-	-	10	-	10	-
I56	Food & Beverage Services	30	110	90	30	-	-	10	190	30	120	50
J58-63	INFORMATION AND COMMUNICATIONS	80	120	140	520	10	30	40	710	660	50	-
J58-61	Telecommunications, Broadcasting & Publishing	40	20	80	240	-	10	-	280	260	20	-
J62-63	IT & Other Information Services	40	100	60	280	10	20	40	430	400	30	-
K64-66	FINANCIAL AND INSURANCE SERVICES	20	70	480	1 770	20	30	80	1 760	1 610	90	70
K64 & 66 (excl.662)	Financial Services	20	70	480	1 750	10	30	80	1 710	1 560	80	70
K65 & 662	Insurance Services	-	10	-	20	20	-	-	50	40	10	-
L68	REAL ESTATE SERVICES	20	40	20	10	-	-	-	50	20	20	-
M69-75	PROFESSIONAL SERVICES	860	690	820	1 370	20	50	10	2 290	1 830	180	280
M69-70	Legal, Accounting & Management Services	190	170	300	1 040	-	10	10	1 180	1 020	80	80
M71	Architectural & Engineering Services	630	480	460	270	10	20	-	940	660	90	200
	Other Professional Services	50	40	60	60	20	20	-	170	160	10	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	110	90	50	90	-	100	80	400	140	120	140
N80	Security & Investigation	-	-	-	-	-	-	70	70	-	60	-
N81	Cleaning & Landscaping	20	10	20	-	-	10	10	50	-	10	40
	Other Administrative & Support Services	90	80	40	90	-	90	-	280	130	50	100
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	80	190	90	-	10	-	230	130	70	40
O84,P85	Public Administration & Education	20	-	20	30	-	-	-	40	30	10	-
Q86-88	Health & Social Services	-	30	100	30	-	-	-	90	70	20	-
R90-93	Arts, Entertainment & Recreation	-	-	-	10	-	-	-	10	10	-	-
S,T,U	Other Community, Social & Personal Services	10	50	70	20	-	10	-	80	20	30	40
A,B,D,E,V OTHERS**		70	40	10	20	-	30	-	80	60	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							
				2014	2015						
				4Q	1Q	2Q	3Q	4Q			
				2013	2014	2015					
TOTAL				10 540	10 910	13 440	3 200	2 940	2 900	2 760	4 850
INDUSTRY (SSIC 2010)											
C10-32	MANUFACTURING			4 830	3 350	4 790	1 000	920	750	780	2 340
C10-12	Food, Beverages & Tobacco			20	120	80	70	-	20	10	50
C17,18,22	Paper / Rubber / Plastic Products & Printing			360	150	560	50	320	60	70	110
C19-21	Petroleum, Chemical & Pharmaceutical Products			210	160	310	30	40	50	30	190
C25,28	Fabricated Metal Products, Machinery & Equipment			650	1 060	1 450	100	270	220	310	660
C26	Electronic, Computer & Optical Products			2 480	1 290	1 680	670	220	120	200	1 140
C29-30	Transport Equipment			150	280	530	10	40	240	120	140
	Other Manufacturing Industries			970	290	180	70	40	40	50	50
F41-43	CONSTRUCTION			710	990	770	460	260	120	130	260
G-U	SERVICES			4 980	6 560	7 800	1 730	1 750	1 980	1 850	2 230
G46-47	WHOLESALE AND RETAIL TRADE			1 250	2 090	2 100	660	480	530	530	570
G46	Wholesale Trade			1 150	1 390	2 080	420	470	520	520	570
G47	Retail Trade			100	700	30	240	10	10	-	-
H49-53	TRANSPORTATION AND STORAGE			320	390	510	70	90	110	130	190
H49,5221	Land Transport & Supporting Services			10	-	40	-	-	40	-	-
H50,5222,5225	Water Transport & Supporting Services			120	190	200	30	30	30	20	120
H51,5223	Air Transport & Supporting Services			20	20	70	10	-	-	60	-
	Other Transportation & Storage Services			180	180	190	40	60	30	50	60
I55-56	ACCOMMODATION AND FOOD SERVICES			200	370	190	50	70	50	20	60
I55	Accommodation			10	240	10	-	-	10	-	-
I56	Food & Beverage Services			190	120	180	50	70	40	20	60
J58-63	INFORMATION AND COMMUNICATIONS			750	570	620	140	170	180	120	150
J58-61	Telecommunications, Broadcasting & Publishing			470	350	280	90	50	130	40	50
J62-63	IT & Other Information Services			280	230	350	50	120	50	80	100
K64-66	FINANCIAL AND INSURANCE SERVICES			1 250	1 330	1 700	360	400	390	440	480
K64 & 66 (excl.662)	Financial Services			1 220	1 270	1 660	350	400	380	420	450
K65 & 662	Insurance Services			40	50	50	-	-	-	10	30
L68	REAL ESTATE SERVICES			10	90	50	-	-	30	-	20
M69-75	PROFESSIONAL SERVICES			900	1 410	2 150	390	390	540	570	660
M69-70	Legal, Accounting & Management Services			590	1 020	1 170	200	190	320	320	340
M71	Architectural & Engineering Services			180	270	820	150	160	190	190	280
	Other Professional Services			120	130	160	50	40	30	50	40
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			140	220	270	30	90	100	40	40
N80	Security & Investigation			-	80	70	10	-	70	-	-
N81	Cleaning & Landscaping			10	10	30	-	20	-	10	10
	Other Administrative & Support Services			130	130	170	20	70	40	40	30
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			170	100	210	40	80	50	20	70
O84,P85	Public Administration & Education			20	20	40	-	-	20	-	20
Q86-88	Health & Social Services			10	20	80	20	30	10	-	40
R90-93	Arts, Entertainment & Recreation			20	20	10	10	-	-	10	-
S,T,U	Other Community, Social & Personal Services			120	50	80	10	40	10	10	20
A,B,D,E,V	OTHERS*			10	10	80	-	10	50	-	20
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			6 110	5 990	8 140	1 690	1 710	1 810	1 920	2 690
	Clerical, Sales & Service Workers			1 040	1 710	1 500	520	340	410	290	470
	Production & Transport Operators, Cleaners & Labourers			3 380	3 210	3 800	990	890	670	550	1 690

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							
	2013	2014	2015	2014	2015			
				4Q	1Q	2Q	3Q	4Q
TOTAL	1 030	2 020	2 140	710	570	350	700	520
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	160	620	430	170	30	130	130	140
C10-12 Food, Beverages & Tobacco	10	-	10	-	-	-	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	20	-	10	-	10	-	-	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	10	10	-	-	-	-	10
C25,28 Fabricated Metal Products, Machinery & Equipment	20	270	230	150	20	90	50	70
C26 Electronic, Computer & Optical Products	20	-	10	-	-	-	-	-
C29-30 Transport Equipment	70	170	140	10	-	20	70	50
Other Manufacturing Industries	10	170	20	10	-	10	10	-
F41-43 CONSTRUCTION	410	700	1 010	340	350	110	300	250
G-U SERVICES	450	700	710	200	180	120	270	130
G46-47 WHOLESALE AND RETAIL TRADE	40	100	80	30	10	10	40	20
G46 Wholesale Trade	30	100	80	30	10	10	40	20
G47 Retail Trade	-	-	-	-	-	-	-	-
H49-53 TRANSPORTATION AND STORAGE	130	80	180	40	30	30	60	60
H49,5221 Land Transport & Supporting Services	-	-	10	-	-	10	-	-
H50,5222, 5225 Water Transport & Supporting Services	20	10	80	-	20	10	-	50
H51,5223 Air Transport & Supporting Services	80	-	40	-	-	10	30	-
Other Transportation & Storage Services	20	60	50	30	10	-	30	10
I55-56 ACCOMMODATION AND FOOD SERVICES	20	20	10	-	-	-	-	10
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	20	20	10	-	-	-	-	10
J58-63 INFORMATION AND COMMUNICATIONS	60	210	90	40	-	-	80	-
J58-61 Telecommunications, Broadcasting & Publishing	10	10	-	-	-	-	-	-
J62-63 IT & Other Information Services	40	210	90	40	-	-	80	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10	20	60	10	30	20	-	-
K64 & 66 (excl.662) Financial Services	10	10	60	10	30	20	-	-
K65 & 662 Insurance Services	-	10	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	20	-	-	-	-	-	-	-
M69-75 PROFESSIONAL SERVICES	60	110	140	70	70	20	20	30
M69-70 Legal, Accounting & Management Services	-	20	10	10	-	-	-	10
M71 Architectural & Engineering Services	60	90	120	60	70	10	20	20
Other Professional Services	-	10	10	-	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	100	140	130	10	30	30	60	-
N80 Security & Investigation	-	40	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	20	-	10	-	-	-
Other Administrative & Support Services	90	100	110	10	20	30	60	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	20	30	30	-	10	10	-	10
O84,P85 Public Administration & Education	-	20	-	-	-	-	-	-
Q86-88 Health & Social Services	-	-	20	-	-	10	-	10
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	320	550	420	110	50	90	230	60
Clerical, Sales & Service Workers	100	140	50	40	10	10	10	20
Production & Transport Operators, Cleaners & Labourers	610	1 330	1 670	570	510	260	460	440

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							
	2013	2014	2015	2014	2015			
				4Q	1Q	2Q	3Q	4Q
<u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	980	260	810	560	800	990	640	810
SECTOR								
Manufacturing	900	130	530	140	400	650	500	580
Construction	20	100	170	340	340	200	100	60
Services	70	30	110	80	70	140	40	180
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	180	40	260	80	110	350	290	290
Clerical, Sales & Service Workers	20	10	50	10	20	40	40	100
Production & Transport Operators, Cleaners & Labourers	780	210	500	470	680	600	310	420
<u>WORKERS ON SHORT WORK-WEEK</u>								
TOTAL	960	150	660	220	550	920	430	760
SECTOR								
Manufacturing	890	120	490	120	390	650	370	570
Construction	10	20	80	60	100	150	50	20
Services	60	20	90	40	60	120	20	170
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	170	30	250	40	90	340	280	290
Clerical, Sales & Service Workers	20	10	50	10	20	40	40	100
Production & Transport Operators, Cleaners & Labourers	770	120	370	170	440	540	110	370
<u>WORKERS ON TEMPORARY LAY-OFF</u>								
TOTAL	20	100	150	340	260	70	210	50
SECTOR								
Manufacturing	10	10	40	20	10	10	130	10
Construction	10	80	100	290	240	50	50	40
Services	10	10	10	40	10	20	20	-
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	10	10	40	20	-	-	-
Clerical, Sales & Service Workers	-	-	-	-	-	-	10	-
Production & Transport Operators, Cleaners & Labourers	10	90	140	300	240	70	200	50

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						
	2014	2015	2014	2015			
			4Q	1Q	2Q	3Q	4Q
TOTAL	54.6	54.3	59.2	57.0	54.8	54.9	50.5
GENDER							
Males	51.6	52.2	53.0	54.0	55.0	52.0	47.7
Females	57.9	56.9	66.4	59.9	54.4	58.6	54.7
AGE GROUP (YEARS)							
Below 30	66.4	68.3	65.3	71.2	65.9	70.7	65.3
30 - 39	60.0	59.5	62.4	60.0	59.2	61.4	57.2
40 - 49	51.7	52.2	59.6	55.7	52.1	51.4	49.5
40 & Over	50.8	50.1	56.3	53.0	51.7	50.0	45.5
50 & Over	49.9	47.7	52.9	50.2	51.3	48.7	40.5
HIGHEST QUALIFICATION ATTAINED							
Below Secondary	63.0	63.9	71.6	68.0	66.1	71.4	50.0
Secondary	63.8	61.7	66.2	66.4	61.7	63.3	55.2
Post-Secondary (Non-Tertiary)	60.9	54.8	69.2	67.6	41.8	51.7	58.1
Diploma & Professional Qualification	56.8	55.0	54.9	55.3	55.2	54.7	54.8
Degree	45.6	47.0	48.6	46.2	47.9	47.6	46.3
OCCUPATIONAL GROUP PRIOR TO REDUNDANCY							
Professionals, Managers, Executives & Technicians	48.6	49.0	50.9	48.9	49.1	49.6	48.3
Clerical, Sales & Service Workers	67.1	70.0	74.9	79.1	65.9	71.9	63.0
Production & Transport Operators, Cleaners & Labourers	66.1	61.4	74.6	60.6	70.3	61.9	52.7

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

	2013	2014	2015	2014	2015			
				Dec	Mar	Jun	Sep	Dec
TOTAL	55.4	63.3	59.3	61.2	63.7	63.0	60.0	50.6
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	7.8	8.5	7.0	7.6	7.8	6.8	6.9	6.5
C10-12 Food, Beverages & Tobacco	0.7	0.8	0.8	0.8	0.6	0.6	1.0	0.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	0.5	0.4	0.5	0.5	0.4	0.3	0.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	0.5	0.5	0.5	0.6	0.7	0.4	0.5
C25,28 Fabricated Metal Products, Machinery & Equipment	2.0	2.1	1.4	2.0	1.7	1.4	1.3	1.1
C26 Electronic, Computer & Optical Products	1.7	2.1	2.0	1.7	2.6	2.2	1.5	1.5
C29-30 Transport Equipment	1.5	1.7	1.2	1.5	1.1	0.9	1.4	1.7
Other Manufacturing Industries	0.9	0.7	0.7	0.6	0.7	0.6	0.9	0.7
F41-43 CONSTRUCTION	3.8	3.6	2.9	3.6	3.2	3.3	3.2	1.9
G-U SERVICES	43.2	50.7	48.9	49.5	52.3	52.4	49.2	41.7
G46-47 WHOLESALE AND RETAIL TRADE	7.0	7.9	7.2	7.4	7.5	8.2	7.0	6.3
G46 Wholesale Trade	3.5	4.1	4.0	3.9	4.5	4.4	3.9	3.0
G47 Retail Trade	3.4	3.9	3.3	3.5	2.9	3.8	3.1	3.3
H49-53 TRANSPORTATION AND STORAGE	3.8	4.2	3.8	4.1	4.5	4.1	3.5	3.1
H49,5221 Land Transport & Supporting Services	0.9	1.1	0.9	1.1	1.0	1.2	0.7	0.7
H50,5222,5225 Water Transport & Supporting Services	0.9	0.8	0.5	0.6	0.7	0.5	0.5	0.3
H51,5223 Air Transport & Supporting Services	1.0	0.9	1.0	1.1	1.3	1.0	0.9	0.8
Other Transportation & Storage Services	1.0	1.4	1.4	1.3	1.5	1.4	1.4	1.2
I55-56 ACCOMMODATION AND FOOD SERVICES	6.2	7.4	7.2	7.6	7.5	6.9	8.3	6.1
I55 Accommodation	1.5	1.8	1.8	1.9	1.8	1.8	1.9	1.7
I56 Food & Beverage Services	4.7	5.6	5.4	5.7	5.7	5.1	6.4	4.4
J58-63 INFORMATION AND COMMUNICATIONS	1.7	2.4	2.8	2.6	2.4	2.9	3.3	2.5
J58-61 Telecommunications, Broadcasting & Publishing	0.6	0.6	0.7	0.7	0.6	0.6	1.0	0.8
J62-63 IT & Other Information Services	1.1	1.8	2.0	1.9	1.8	2.3	2.3	1.7
K64-66 FINANCIAL AND INSURANCE SERVICES	2.8	3.8	3.7	3.4	3.6	4.1	3.5	3.7
K64 & 66 (excl.662) Financial Services	2.4	3.4	3.3	3.0	3.3	3.7	3.0	3.2
K65 & 662 Insurance Services	0.4	0.4	0.4	0.4	0.3	0.4	0.5	0.4
L68 REAL ESTATE SERVICES	2.1	2.3	2.2	2.0	2.3	2.0	2.6	1.9
M69-75 PROFESSIONAL SERVICES	2.9	3.5	4.1	4.1	5.0	4.3	3.8	3.3
M69-70 Legal, Accounting & Management Services	1.2	1.9	2.5	2.4	3.2	2.6	2.1	1.9
M71 Architectural & Engineering Services	1.0	0.9	0.8	0.8	0.8	0.8	0.9	0.8
Other Professional Services	0.7	0.7	0.8	0.9	0.9	0.9	0.7	0.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	5.4	5.3	5.1	5.5	5.6	5.3	4.8
N80 Security & Investigation	1.6	2.0	2.4	2.0	2.5	2.3	2.5	2.4
N81 Cleaning & Landscaping	1.5	1.8	1.6	1.7	1.8	1.8	1.6	1.3
Other Administrative & Support Services	1.3	1.6	1.3	1.4	1.3	1.5	1.2	1.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	12.4	13.7	12.6	13.2	14.0	14.3	12.0	10.2
O84,P85 Public Administration & Education	6.5	6.5	5.9	5.9	5.9	7.3	6.0	4.5
Q86-88 Health & Social Services	3.0	4.4	3.6	4.2	4.6	4.3	3.0	2.6
R90-93 Arts, Entertainment & Recreation	1.5	1.5	2.0	2.2	2.5	1.7	1.7	1.9
S,T,U Other Community, Social & Personal Services	1.4	1.2	1.1	0.9	1.0	0.9	1.2	1.1
A,B,D,E,V OTHERS*	0.6	0.5	0.5	0.5	0.4	0.4	0.7	0.4
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	23.5	28.4	28.6	28.6	31.1	32.1	27.2	23.9
Clerical, Sales & Service Workers	15.9	18.4	16.9	17.3	17.5	17.4	17.9	14.6
Production & Transport Operators, Cleaners & Labourers	16.0	16.5	13.9	15.3	15.0	13.5	14.9	12.1

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) 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		
				2013	2014	2015	2014	2015			
							Dec	Mar	Jun	Sep	Dec
TOTAL				2.7	3.0	2.8	2.9	3.0	2.9	2.7	2.4
INDUSTRY (SSIC 2010)											
C10-32	MANUFACTURING			1.9	2.1	1.8	1.9	2.0	1.7	1.7	1.7
C10-12	Food, Beverages & Tobacco			2.7	3.0	2.6	3.1	2.4	2.3	3.2	2.6
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.8	2.2	1.6	2.0	2.0	1.8	1.5	1.1
C19-21	Petroleum, Chemical & Pharmaceutical Products			2.0	1.8	1.8	1.7	2.0	2.3	1.5	1.6
C25,28	Fabricated Metal Products, Machinery & Equipment			2.0	2.1	1.4	2.0	1.8	1.5	1.3	1.1
C26	Electronic, Computer & Optical Products			2.0	2.5	2.3	2.0	3.1	2.6	1.8	1.9
C29-30	Transport Equipment			1.5	1.7	1.3	1.5	1.1	0.9	1.5	1.8
	Other Manufacturing Industries			2.3	1.9	1.9	1.5	1.8	1.6	2.2	1.8
F41-43	CONSTRUCTION			1.3	1.2	0.9	1.2	1.0	1.1	1.0	0.6
G-U	SERVICES			3.3	3.7	3.5	3.5	3.7	3.7	3.4	3.0
G46-47	WHOLESALE AND RETAIL TRADE			3.0	3.3	2.9	2.9	3.0	3.3	2.9	2.7
G46	Wholesale Trade			2.2	2.5	2.3	2.3	2.6	2.5	2.3	1.9
G47	Retail Trade			4.9	5.1	4.3	4.5	3.9	5.0	4.0	4.3
H49-53	TRANSPORTATION AND STORAGE			2.6	2.8	2.4	2.6	2.8	2.6	2.3	2.0
H49,5221	Land Transport & Supporting Services			2.9	3.3	2.4	2.8	2.6	2.9	1.9	2.0
H50,5222,5225	Water Transport & Supporting Services			2.5	2.2	1.3	1.5	1.9	1.2	1.3	0.9
H51,5223	Air Transport & Supporting Services			3.1	2.7	3.0	3.5	3.8	3.0	2.7	2.4
	Other Transportation & Storage Services			2.2	3.1	3.0	2.8	3.2	3.0	3.1	2.6
I55-56	ACCOMMODATION AND FOOD SERVICES			5.3	5.9	5.4	5.6	5.7	5.3	6.0	4.6
I55	Accommodation			6.3	7.5	7.3	7.6	7.5	7.5	7.4	6.9
I56	Food & Beverage Services			5.1	5.5	5.0	5.2	5.3	4.8	5.7	4.1
J58-63	INFORMATION AND COMMUNICATIONS			2.8	3.5	3.8	3.6	3.4	4.0	4.5	3.5
J58-61	Telecommunications, Broadcasting & Publishing			2.3	2.3	2.5	2.4	2.0	2.0	3.3	2.6
J62-63	IT & Other Information Services			3.1	4.3	4.8	4.4	4.3	5.3	5.3	4.2
K64-66	FINANCIAL AND INSURANCE SERVICES			2.2	2.9	2.8	2.6	2.7	3.0	2.6	2.7
K64 & 66 (excl.662)	Financial Services			2.1	2.9	2.8	2.6	2.8	3.1	2.5	2.8
K65 & 662	Insurance Services			2.9	2.8	2.5	2.6	2.1	2.6	2.9	2.4
L68	REAL ESTATE SERVICES			3.5	3.9	3.8	3.4	3.9	3.4	4.6	3.5
M69-75	PROFESSIONAL SERVICES			2.2	2.7	3.0	3.0	3.7	3.2	2.7	2.5
M69-70	Legal, Accounting & Management Services			1.9	3.0	3.8	3.6	5.0	4.0	3.2	2.9
M71	Architectural & Engineering Services			2.0	1.9	1.7	1.7	1.6	1.6	1.9	1.7
	Other Professional Services			3.5	3.3	3.5	3.9	4.2	4.0	3.2	2.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.8	4.5	3.9	4.1	4.3	4.3	3.7	3.4
N80	Security & Investigation			4.2	5.0	5.6	4.9	5.9	5.4	5.7	5.3
N81	Cleaning & Landscaping			3.7	4.3	3.3	4.0	4.0	3.9	3.0	2.4
	Other Administrative & Support Services			3.5	4.1	2.9	3.4	3.0	3.5	2.7	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			3.9	4.1	3.7	3.9	4.1	4.2	3.5	3.0
O84,P85	Public Administration & Education			3.9	3.9	3.4	3.4	3.4	4.2	3.4	2.6
Q86-88	Health & Social Services			3.6	4.8	3.8	4.5	4.8	4.5	3.2	2.8
R90-93	Arts, Entertainment & Recreation			3.8	3.8	4.8	5.3	5.9	4.2	4.3	4.7
S,T,U	Other Community, Social & Personal Services			4.5	4.1	3.5	3.2	3.3	3.2	3.7	3.7
A,B,D,E,V	OTHERS*			3.2	2.5	2.3	2.3	2.1	2.0	3.1	2.1
OCCUPATIONAL GROUP											
	Professionals, Managers, Executives & Technicians			2.7	3.0	2.9	2.9	3.2	3.2	2.7	2.5
	Clerical, Sales & Service Workers			3.8	4.3	3.9	4.1	4.1	4.1	4.0	3.4
	Production & Transport Operators, Cleaners & Labourers			2.2	2.3	1.9	2.1	2.1	1.9	2.0	1.7

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, 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	59.3	2.8	28.6	2.9	16.9	3.9	13.9	1.9
C10-32 MANUFACTURING	7.0	1.8	3.2	2.1	0.6	2.0	3.1	1.5
C10-12 Food, Beverages & Tobacco	0.8	2.6	0.1	2.2	0.3	3.3	0.3	2.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	1.6	0.1	1.6	-	-	0.2	1.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	1.8	0.4	2.0	-	-	0.1	1.4
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.4	0.6	1.8	0.1	1.4	0.7	1.2
C26 Electronic, Computer & Optical Products	2.0	2.3	1.2	2.6	-	-	0.7	2.0
C29-30 Transport Equipment	1.2	1.3	0.5	1.7	0.1	1.3	0.7	1.2
Other Manufacturing Industries	0.7	1.9	0.3	2.1	0.1	2.1	0.4	1.7
F41-43 CONSTRUCTION	2.9	0.9	1.0	1.5	0.2	1.3	1.7	0.7
G-U SERVICES	48.9	3.5	24.1	3.2	16.0	4.2	8.8	3.3
G46-47 WHOLESALE AND RETAIL TRADE	7.2	2.9	2.9	2.6	3.5	3.8	0.9	2.0
G46 Wholesale Trade	4.0	2.3	2.5	2.5	0.9	2.2	0.6	1.9
G47 Retail Trade	3.3	4.3	0.5	3.0	2.6	5.0	0.2	2.6
H49-53 TRANSPORTATION AND STORAGE	3.8	2.4	0.8	1.9	1.2	2.7	1.8	2.6
H49,5221 Land Transport & Supporting Services	0.9	2.4	0.1	1.9	0.2	3.5	0.6	2.2
H50,5222, 5225 Water Transport & Supporting Services	0.5	1.3	0.2	1.3	-	-	0.2	1.5
H51,5223 Air Transport & Supporting Services	1.0	3.0	0.2	2.6	0.7	3.0	0.1	3.6
Other Transportation & Storage Services	1.4	3.0	0.3	2.1	0.3	2.7	0.8	3.6
I55-56 ACCOMMODATION AND FOOD SERVICES	7.2	5.4	0.9	3.6	4.6	5.5	1.7	7.1
I55 Accommodation	1.8	7.3	0.3	3.8	0.9	8.9	0.6	8.7
I56 Food & Beverage Services	5.4	5.0	0.6	3.5	3.7	5.0	1.1	6.5
J58-63 INFORMATION AND COMMUNICATIONS	2.8	3.8	2.5	4.0	0.2	2.8	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.7	2.5	0.6	2.5	0.1	2.3	-	-
J62-63 IT & Other Information Services	2.0	4.8	1.9	5.0	0.1	3.6	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	3.7	2.8	3.4	2.8	0.3	2.2	-	-
K64 & 66 (excl.662) Financial Services	3.3	2.8	3.1	2.9	0.2	1.9	-	-
K65 & 662 Insurance Services	0.4	2.5	0.3	2.4	0.1	3.1	-	-
L68 REAL ESTATE SERVICES	2.2	3.8	0.5	2.5	0.4	4.0	1.3	4.8
M69-75 PROFESSIONAL SERVICES	4.1	3.0	3.4	3.3	0.4	2.8	0.3	1.5
M69-70 Legal, Accounting & Management Services	2.5	3.8	2.1	4.0	0.3	2.8	0.1	2.4
M71 Architectural & Engineering Services	0.8	1.7	0.6	1.9	0.1	2.1	0.2	1.2
Other Professional Services	0.8	3.5	0.7	3.7	0.1	4.0	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.3	3.9	0.9	3.5	2.5	5.0	1.9	3.2
N80 Security & Investigation	2.4	5.6	0.1	4.5	2.2	5.6	0.1	7.5
N81 Cleaning & Landscaping	1.6	3.3	-	-	-	-	1.5	3.5
Other Administrative & Support Services	1.3	2.9	0.7	3.7	0.3	3.3	0.3	1.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	12.6	3.7	8.8	3.5	3.0	4.1	0.9	3.8
O84,P85 Public Administration & Education	5.9	3.4	5.4	3.5	0.4	2.6	0.1	1.6
Q86-88 Health & Social Services	3.6	3.8	2.3	3.6	1.1	4.4	0.2	4.0
R90-93 Arts, Entertainment & Recreation	2.0	4.8	0.6	4.2	1.0	4.8	0.3	6.4
S,T,U Other Community, Social & Personal Services	1.1	3.5	0.4	2.7	0.4	4.5	0.3	3.6
A,B,D,E,V OTHERS*	0.5	2.3	0.3	2.3	-	-	0.2	2.2

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

	2013	2014	2015	2014	2015			
				4Q	1Q	2Q	3Q	4Q
TOTAL	2.7	2.6	2.4	2.3	2.3	2.6	2.5	2.2
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	1.9	1.8	1.6	1.5	1.5	1.8	1.7	1.2
C10-12 Food, Beverages & Tobacco	3.2	3.1	3.2	3.2	2.6	3.5	3.7	2.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.8	1.8	1.3	1.6	2.2	1.9	1.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.8	1.8	1.4	1.3	1.2	1.7	1.8	1.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.9	1.5	1.5	1.3	1.6	1.8	1.0
C26 Electronic, Computer & Optical Products	1.5	1.7	1.6	1.4	1.6	2.1	1.5	1.0
C29-30 Transport Equipment	1.8	1.3	1.1	1.3	1.4	1.1	1.0	0.8
Other Manufacturing Industries	2.0	2.0	1.8	1.6	1.8	2.1	1.8	1.5
F41-43 CONSTRUCTION	3.3	2.6	2.5	2.4	2.3	2.7	2.5	2.3
G-U SERVICES	2.8	2.8	2.6	2.6	2.6	2.8	2.7	2.5
G46-47 WHOLESALE AND RETAIL TRADE	3.5	3.1	2.7	3.0	2.5	2.8	2.7	2.6
G46 Wholesale Trade	2.8	2.4	2.0	2.1	1.9	2.2	2.2	1.8
G47 Retail Trade	5.1	4.8	4.1	5.1	3.9	4.2	3.8	4.5
H49-53 TRANSPORTATION AND STORAGE	2.3	2.1	2.0	1.7	2.0	2.2	2.2	1.7
H49,5221 Land Transport & Supporting Services	2.2	2.1	2.2	1.7	1.9	2.4	2.8	1.7
H50,5222,5225 Water Transport & Supporting Services	2.3	1.9	1.7	1.5	2.2	1.8	1.4	1.4
H51,5223 Air Transport & Supporting Services	1.5	1.1	1.5	0.9	1.3	1.7	1.9	1.3
Other Transportation & Storage Services	3.0	3.1	2.5	2.3	2.6	2.7	2.5	2.1
I55-56 ACCOMMODATION AND FOOD SERVICES	4.6	4.7	4.5	4.7	4.0	4.8	4.2	5.0
I55 Accommodation	3.4	3.4	3.5	2.8	3.2	3.6	4.1	3.0
I56 Food & Beverage Services	4.9	5.0	4.7	5.2	4.2	5.0	4.2	5.4
J58-63 INFORMATION AND COMMUNICATIONS	2.7	3.0	2.6	2.5	2.4	2.6	2.9	2.6
J58-61 Telecommunications, Broadcasting & Publishing	2.3	2.5	2.2	2.5	2.0	2.1	2.4	2.2
J62-63 IT & Other Information Services	3.0	3.3	3.0	2.6	2.7	2.9	3.3	2.8
K64-66 FINANCIAL AND INSURANCE SERVICES	2.1	2.2	2.0	1.9	1.7	2.2	2.4	1.7
K64 & 66 (excl.662) Financial Services	2.0	2.1	1.9	1.8	1.7	2.2	2.4	1.5
K65 & 662 Insurance Services	2.4	2.5	2.5	2.1	2.0	2.6	2.9	2.5
L68 REAL ESTATE SERVICES	3.6	3.8	3.5	3.5	3.5	3.8	3.5	3.3
M69-75 PROFESSIONAL SERVICES	2.5	2.3	2.2	2.0	2.0	2.4	2.6	1.9
M69-70 Legal, Accounting & Management Services	2.5	2.4	2.5	2.2	2.3	2.6	3.1	2.2
M71 Architectural & Engineering Services	2.4	2.2	1.8	1.7	1.5	2.1	1.9	1.6
Other Professional Services	2.4	2.2	2.3	2.1	2.4	2.4	2.7	1.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.8	5.2	4.7	4.9	4.5	5.2	4.3	5.0
N80 Security & Investigation	5.0	4.6	4.2	4.5	4.5	4.5	4.0	3.7
N81 Cleaning & Landscaping	4.9	5.6	5.1	5.4	4.9	5.9	4.7	5.0
Other Administrative & Support Services	4.3	5.3	4.8	4.7	4.0	5.0	4.1	6.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.6	1.6	1.4	1.9	1.7	1.7	1.3
O84,P85 Public Administration & Education	1.1	1.1	1.1	0.9	1.4	1.0	1.3	0.9
Q86-88 Health & Social Services	2.0	2.1	2.0	1.8	2.1	2.3	2.0	1.5
R90-93 Arts, Entertainment & Recreation	2.2	2.4	2.6	2.2	3.3	2.5	2.7	1.9
S,T,U Other Community, Social & Personal Services	2.6	2.4	2.2	2.2	2.4	2.5	1.8	1.9
A,B,D,E,V OTHERS*	2.2	2.1	1.6	2.0	1.5	1.7	1.8	1.5
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1.9	1.9	1.8	1.6	1.7	1.9	2.0	1.5
Clerical, Sales & Service Workers	3.8	3.8	3.5	3.7	3.4	3.7	3.3	3.6
Production & Transport Operators, Cleaners & Labourers	3.1	2.9	2.6	2.6	2.5	2.9	2.6	2.4

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
	2013	2014	2015	2014	2015				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	2.0	2.0	1.9	1.7	1.9	2.1	1.9	1.7	
INDUSTRY (SSIC 2010)									
C10-32 MANUFACTURING	1.5	1.5	1.5	1.3	1.6	1.7	1.5	1.1	
C10-12 Food, Beverages & Tobacco	2.5	2.8	2.7	2.4	2.6	3.2	2.6	2.2	
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.9	1.6	1.5	1.6	2.1	1.7	1.1	
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	1.2	1.0	0.8	0.9	1.1	1.2	0.7	
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.6	1.3	1.7	1.8	1.6	1.2	
C26 Electronic, Computer & Optical Products	1.4	1.5	1.4	1.1	1.7	1.6	1.3	0.9	
C29-30 Transport Equipment	1.1	1.2	1.3	1.1	1.3	1.5	1.3	1.1	
Other Manufacturing Industries	1.7	1.7	1.5	1.5	1.9	1.6	1.5	1.1	
F41-43 CONSTRUCTION	2.0	1.9	1.8	1.6	1.8	2.1	1.7	1.7	
G-U SERVICES	2.2	2.2	2.0	1.8	2.0	2.2	2.0	1.8	
G46-47 WHOLESALE AND RETAIL TRADE	2.9	2.6	2.2	1.9	2.3	2.5	2.1	1.9	
G46 Wholesale Trade	2.2	2.0	1.7	1.3	1.5	2.0	1.8	1.4	
G47 Retail Trade	4.3	4.0	3.4	3.2	4.2	3.7	2.9	2.9	
H49-53 TRANSPORTATION AND STORAGE	1.7	1.7	1.5	1.3	1.5	1.5	1.6	1.2	
H49,5221 Land Transport & Supporting Services	1.4	1.5	1.4	1.2	1.3	1.4	1.6	1.1	
H50,5222, 5225 Water Transport & Supporting Services	1.7	1.3	1.1	1.1	1.0	1.1	1.2	1.0	
H51,5223 Air Transport & Supporting Services	0.9	1.0	1.0	0.8	1.1	1.0	1.2	0.8	
Other Transportation & Storage Services	2.4	2.6	2.1	2.0	2.3	2.4	2.2	1.6	
I55-56 ACCOMMODATION AND FOOD SERVICES	4.1	4.3	4.0	3.6	3.9	4.6	3.7	3.8	
I55 Accommodation	3.1	3.0	3.0	2.3	2.8	3.6	3.2	2.3	
I56 Food & Beverage Services	4.3	4.6	4.3	3.9	4.2	4.8	3.8	4.2	
J58-63 INFORMATION AND COMMUNICATIONS	2.0	1.8	1.8	1.6	1.6	1.8	1.9	1.8	
J58-61 Telecommunications, Broadcasting & Publishing	1.6	1.5	1.5	1.3	1.5	1.7	1.5	1.4	
J62-63 IT & Other Information Services	2.2	2.0	2.0	1.8	1.7	2.0	2.1	2.1	
K64-66 FINANCIAL AND INSURANCE SERVICES	1.4	1.4	1.3	1.2	1.0	1.5	1.6	1.2	
K64 & 66 (excl.662) Financial Services	1.3	1.3	1.2	1.1	1.0	1.4	1.5	1.1	
K65 & 662 Insurance Services	1.6	1.9	1.7	1.7	1.4	1.9	1.8	1.6	
L68 REAL ESTATE SERVICES	3.0	3.4	3.1	2.9	3.0	3.4	3.0	2.8	
M69-75 PROFESSIONAL SERVICES	1.8	1.8	1.8	1.6	1.7	1.9	1.8	1.7	
M69-70 Legal, Accounting & Management Services	1.9	1.8	1.8	1.9	1.7	2.0	1.8	1.8	
M71 Architectural & Engineering Services	1.7	1.8	1.6	1.3	1.5	1.8	1.6	1.4	
Other Professional Services	1.7	1.7	2.1	1.7	2.0	2.2	2.2	1.8	
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.8	4.0	3.4	3.6	3.6	3.8	3.1	3.3	
N80 Security & Investigation	4.0	3.7	3.1	3.3	3.4	3.4	2.9	2.9	
N81 Cleaning & Landscaping	4.3	4.7	4.2	4.5	4.4	4.5	3.7	4.2	
Other Administrative & Support Services	3.1	3.4	2.9	2.9	2.8	3.4	2.7	2.7	
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.1	1.1	1.1	0.9	1.2	1.2	1.1	0.8	
O84,P85 Public Administration & Education	0.7	0.7	0.6	0.5	0.7	0.7	0.6	0.5	
Q86-88 Health & Social Services	1.2	1.2	1.2	1.0	1.3	1.3	1.2	0.9	
R90-93 Arts, Entertainment & Recreation	2.0	2.1	2.2	1.7	2.3	2.2	2.4	1.7	
S,T,U Other Community, Social & Personal Services	2.4	2.2	1.9	2.1	2.1	2.1	1.6	1.6	
A,B,D,E,V OTHERS*	1.5	1.5	1.4	1.3	1.4	1.4	1.4	1.3	
OCCUPATIONAL GROUP									
Professionals, Managers, Executives & Technicians	1.3	1.3	1.3	1.1	1.2	1.4	1.4	1.1	
Clerical, Sales & Service Workers	3.1	3.1	2.8	2.6	3.0	3.2	2.6	2.5	
Production & Transport Operators, Cleaners & Labourers	2.2	2.3	2.1	1.9	2.2	2.4	2.0	1.9	

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, 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	2.4	1.9	1.8	1.3	3.5	2.8	2.6	2.1
C10-32 MANUFACTURING	1.6	1.5	1.3	1.1	2.5	2.1	1.6	1.7
C10-12 Food, Beverages & Tobacco	3.2	2.7	1.9	1.4	4.2	3.2	3.2	2.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.6	1.2	1.3	1.9	1.8	2.1	1.8
C19-21 Products	1.4	1.0	1.3	0.9	1.6	1.3	1.8	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.6	1.3	1.3	1.9	1.8	1.5	1.7
C26 Electronic, Computer & Optical Products	1.6	1.4	1.4	1.0	1.5	1.2	1.8	1.8
C29-30 Transport Equipment	1.1	1.3	0.9	0.8	1.6	1.6	1.1	1.5
Other Manufacturing Industries	1.8	1.5	1.6	1.3	2.8	2.4	1.7	1.5
F41-43 CONSTRUCTION	2.5	1.8	2.1	1.8	2.2	2.1	2.6	1.8
G-U SERVICES	2.6	2.0	1.9	1.3	3.6	2.9	3.4	2.7
G46-47 WHOLESALE AND RETAIL TRADE	2.7	2.2	1.8	1.4	3.9	3.3	2.4	2.0
G46 Wholesale Trade	2.0	1.7	1.8	1.4	2.5	2.1	2.3	1.9
G47 Retail Trade	4.1	3.4	1.9	1.6	5.0	4.1	2.9	2.3
H49-53 TRANSPORTATION AND STORAGE	2.0	1.5	1.7	1.2	2.0	1.4	2.2	1.7
H49,5221 Land Transport & Supporting Services	2.2	1.4	2.0	1.2	2.9	2.1	2.1	1.2
H50,5222, 5225 Water Transport & Supporting Services	1.7	1.1	1.7	1.0	1.4	1.1	1.8	1.2
H51,5223 Air Transport & Supporting Services	1.5	1.0	1.2	0.7	1.7	1.0	1.8	1.5
Other Transportation & Storage Services	2.5	2.1	1.7	1.6	2.5	2.0	2.9	2.5
I55-56 ACCOMMODATION AND FOOD SERVICES	4.5	4.0	2.5	2.4	5.0	4.6	4.7	3.7
I55 Accommodation	3.5	3.0	2.5	2.4	3.6	3.2	4.3	3.3
I56 Food & Beverage Services	4.7	4.3	2.5	2.4	5.2	4.8	4.8	3.9
J58-63 INFORMATION AND COMMUNICATIONS	2.6	1.8	2.5	1.7	2.8	2.4	4.3	2.3
J58-61 Publishing	2.2	1.5	1.9	1.3	3.4	2.8	3.7	2.4
J62-63 IT & Other Information Services	3.0	2.0	3.0	1.9	1.9	1.9	4.5	2.2
K64-66 FINANCIAL AND INSURANCE SERVICES	2.0	1.3	2.0	1.3	2.3	1.6	1.2	0.7
K64 & 66 (excl.662) Financial Services	1.9	1.2	1.9	1.2	2.1	1.4	0.9	0.7
K65 & 662 Insurance Services	2.5	1.7	2.4	1.7	2.9	2.0	1.4	0.7
L68 REAL ESTATE SERVICES	3.5	3.1	2.0	1.7	3.9	2.7	4.6	4.2
M69-75 PROFESSIONAL SERVICES	2.2	1.8	2.1	1.7	3.0	2.8	2.0	1.4
M69-70 Legal, Accounting & Management Services	2.5	1.8	2.3	1.6	3.4	3.0	4.3	2.3
M71 Architectural & Engineering Services	1.8	1.6	1.8	1.7	2.1	2.0	1.5	1.2
Other Professional Services	2.3	2.1	2.3	2.0	2.5	3.3	1.6	1.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.7	3.4	3.3	2.0	4.7	3.1	5.3	4.3
N80 Security & Investigation	4.2	3.1	3.1	1.7	4.1	3.2	10.1	5.5
N81 Cleaning & Landscaping	5.1	4.2	1.9	1.2	3.3	2.4	5.4	4.5
Other Administrative & Support Services	4.8	2.9	3.6	2.1	6.9	3.1	4.7	3.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.1	1.4	0.8	2.3	1.7	2.4	1.7
O84,P85 Public Administration & Education	1.1	0.6	1.1	0.6	1.6	1.0	1.5	0.8
Q86-88 Health & Social Services	2.0	1.2	1.8	1.0	2.5	1.5	2.2	1.4
R90-93 Arts, Entertainment & Recreation	2.6	2.2	2.5	1.8	2.6	2.4	2.8	2.1
S,T,U Other Community, Social & Personal Services	2.2	1.9	1.8	1.4	2.1	2.2	2.8	2.3
A,B,D,E,V OTHERS*	1.6	1.4	0.8	0.5	2.1	1.6	2.8	2.6

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

		Hours							
Industry (SSIC 2010)		2013	2014	2015	2014	2015			
					Dec	Mar	Jun	Sep	Dec
TOTAL		46.2	46.0	45.6	45.8	45.6	45.6	45.6	45.5
C10-32	MANUFACTURING	50.1	49.7	49.3	49.7	49.3	49.4	49.3	49.0
C10-12	Food, Beverages & Tobacco	47.0	47.0	46.6	47.3	46.4	46.7	47.1	46.3
C17,18,22	Paper / Rubber / Plastic Products & Printing	49.1	49.3	48.5	48.9	48.7	48.4	48.7	48.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.7	44.5	44.4	44.4	44.3	44.3	44.4	44.5
C25,28	Fabricated Metal Products, Machinery & Equipment	52.6	52.1	51.0	51.8	50.9	51.2	51.1	50.8
C26	Electronic, Computer & Optical Products	46.9	46.8	46.4	46.5	46.4	46.4	46.5	46.3
C29-30	Transport Equipment	53.1	52.4	52.7	52.9	53.0	52.7	52.6	52.4
	Other Manufacturing Industries	50.2	49.2	48.5	49.1	48.3	49.3	48.3	48.3
F41-43	CONSTRUCTION	53.2	52.9	52.1	52.4	52.0	52.2	52.1	51.9
G-U	SERVICES	43.4	43.2	43.1	43.1	43.1	43.0	43.1	43.1
G46-47	WHOLESALE AND RETAIL TRADE	43.2	43.1	43.0	43.1	43.0	43.3	43.1	42.6
G46	Wholesale Trade	43.6	43.6	43.4	43.8	43.5	43.7	43.5	43.0
G47	Retail Trade	42.3	42.0	42.1	41.6	41.8	42.4	42.3	41.8
H49-53	TRANSPORTATION AND STORAGE	45.7	45.8	45.7	45.9	45.8	45.3	45.7	46.1
H49,5221	Land Transport & Supporting Services	46.8	46.9	46.0	46.6	46.3	45.3	46.2	46.2
H50,5222,5225	Water Transport & Supporting Services	44.3	44.5	44.3	44.9	44.7	44.2	44.0	44.5
H51,5223	Air Transport & Supporting Services	45.1	45.0	45.2	44.7	45.6	44.4	44.7	46.0
	Other Transportation & Storage Services	46.7	46.7	47.1	46.9	46.6	46.8	47.6	47.4
I55-56	ACCOMMODATION AND FOOD SERVICES	43.0	42.0	41.5	42.0	41.4	41.3	41.5	41.9
I55	Accommodation	46.6	46.5	46.4	46.3	46.5	46.4	46.5	46.4
I56	Food & Beverage Services	42.0	40.9	40.4	41.1	40.2	40.1	40.4	40.9
J58-63	INFORMATION AND COMMUNICATIONS	41.7	41.5	41.5	41.3	41.4	41.5	41.7	41.5
J58-61	Telecommunications, Broadcasting & Publishing	42.3	41.9	41.9	41.9	41.9	42.0	42.1	41.8
J62-63	IT & Other Information Services	41.2	41.2	41.2	41.0	41.0	41.1	41.4	41.3
K64-66	FINANCIAL AND INSURANCE SERVICES	41.2	41.1	41.1	41.1	41.1	41.1	41.0	41.1
K64 & 66 (excl.662)	Financial Services	41.3	41.3	41.2	41.2	41.2	41.3	41.2	41.3
K65 & 662	Insurance Services	40.0	40.2	40.1	40.1	40.2	40.1	40.0	40.2
L68	REAL ESTATE SERVICES	44.6	44.5	44.8	44.4	44.6	45.1	44.8	44.9
M69-75	PROFESSIONAL SERVICES	43.6	43.1	42.9	43.0	43.0	42.7	42.9	43.1
M69-70	Legal, Accounting & Management Services	41.3	41.2	41.2	41.5	41.5	41.1	41.2	41.2
M71	Architectural & Engineering Services	47.0	46.2	45.6	45.8	45.5	45.4	45.5	46.0
	Other Professional Services	41.8	41.7	42.0	41.6	41.6	41.8	42.4	42.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	47.5	47.3	46.4	46.7	46.6	46.3	46.3	46.4
N80	Security & Investigation	52.8	52.1	50.5	49.8	51.1	50.2	50.4	50.4
N81	Cleaning & Landscaping	44.9	44.6	43.8	45.0	43.9	43.6	43.8	44.0
	Other Administrative & Support Services	44.8	45.2	45.3	45.5	45.2	45.3	45.4	45.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.0	42.1	42.0	42.1	42.1	42.1	42.1
O84,P85	Public Administration & Education	41.3	41.3	41.5	41.3	41.4	41.5	41.5	41.6
Q86-88	Health & Social Services	42.0	41.9	41.9	41.9	41.9	41.9	41.9	41.9
R90-93	Arts, Entertainment & Recreation	43.9	43.8	44.2	44.0	44.2	44.2	44.2	44.1
S,T,U	Other Community, Social & Personal Services	43.8	43.5	42.9	43.7	43.3	43.0	42.9	42.6
A,B,D,E,V	OTHERS*	45.7	45.6	45.6	45.8	45.6	45.6	45.4	45.8

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

		Hours							
Industry (SSIC 2010)		2013	2014	2015	2014	2015			
					Dec	Mar	Jun	Sep	Dec
TOTAL		3.8	3.7	3.4	3.6	3.4	3.4	3.4	3.4
C10-32	MANUFACTURING	7.1	6.7	6.3	6.7	6.4	6.4	6.4	6.1
C10-12	Food, Beverages & Tobacco	4.1	3.9	4.0	4.2	3.6	4.0	4.3	3.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.7	5.8	5.4	5.4	5.6	5.3	5.6	5.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.9	2.8	2.6	2.8	2.6	2.6	2.5	2.7
C25,28	Fabricated Metal Products, Machinery & Equipment	9.0	8.6	7.6	8.3	7.5	7.8	7.7	7.3
C26	Electronic, Computer & Optical Products	4.8	4.8	4.3	4.5	4.5	4.4	4.4	4.0
C29-30	Transport Equipment	9.5	8.8	9.0	9.1	9.2	8.9	9.0	8.9
	Other Manufacturing Industries	7.2	6.3	5.9	6.2	5.7	6.5	5.8	5.8
F41-43	CONSTRUCTION	8.5	8.2	7.6	7.8	7.3	7.5	7.7	7.7
G-U	SERVICES	1.7	1.7	1.6	1.7	1.6	1.6	1.6	1.6
G46-47	WHOLESALE AND RETAIL TRADE	1.7	1.8	1.8	2.1	1.8	2.0	1.9	1.6
G46	Wholesale Trade	1.5	1.7	1.8	2.1	1.8	2.0	1.9	1.5
G47	Retail Trade	2.0	2.0	1.8	2.0	1.8	1.9	1.8	1.8
H49-53	TRANSPORTATION AND STORAGE	3.0	3.0	2.9	2.9	2.9	2.7	2.8	3.2
H49,5221	Land Transport & Supporting Services	3.8	4.0	3.3	3.5	3.3	3.3	3.3	3.4
H50,5222,5225	Water Transport & Supporting Services	1.7	1.9	1.7	2.0	1.8	1.7	1.7	1.8
H51,5223	Air Transport & Supporting Services	2.2	1.8	2.1	1.4	2.4	1.3	1.8	2.9
	Other Transportation & Storage Services	4.0	4.2	4.1	4.1	3.8	4.1	4.2	4.3
I55-56	ACCOMMODATION AND FOOD SERVICES	2.3	1.9	1.8	1.8	1.8	1.8	1.7	1.9
I55	Accommodation	2.6	2.7	2.6	2.6	2.7	2.5	2.6	2.7
I56	Food & Beverage Services	2.2	1.7	1.6	1.6	1.6	1.6	1.5	1.7
J58-63	INFORMATION AND COMMUNICATIONS	0.5	0.4	0.4	0.3	0.4	0.4	0.4	0.4
J58-61	Telecommunications, Broadcasting & Publishing	0.8	0.6	0.7	0.4	0.6	0.7	0.7	0.6
J62-63	IT & Other Information Services	0.3	0.2	0.2	0.1	0.2	0.2	0.2	0.2
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
K65 & 662	Insurance Services	0.3	0.3	0.2	0.3	0.3	0.2	0.2	0.2
L68	REAL ESTATE SERVICES	2.2	2.0	2.3	2.0	2.2	2.5	2.2	2.3
M69-75	PROFESSIONAL SERVICES	2.1	1.8	1.4	1.6	1.5	1.3	1.3	1.5
M69-70	Legal, Accounting & Management Services	0.8	0.8	0.5	0.6	0.7	0.5	0.5	0.6
M71	Architectural & Engineering Services	4.3	3.7	2.9	3.2	2.9	2.7	2.7	3.2
	Other Professional Services	0.7	0.6	0.7	0.7	0.7	0.8	0.8	0.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.8	5.3	4.4	5.1	4.7	4.5	4.2	4.4
N80	Security & Investigation	9.6	10.3	9.1	9.4	10.0	9.1	8.6	8.6
N81	Cleaning & Landscaping	2.3	2.6	1.8	3.1	1.8	1.7	1.6	2.2
	Other Administrative & Support Services	2.6	2.9	2.8	3.1	2.6	2.9	2.9	2.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.5	0.5	0.5	0.5	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	0.4	0.5	0.5	0.5	0.5	0.5	0.5	0.4
R90-93	Arts, Entertainment & Recreation	1.2	1.2	1.5	1.4	1.5	1.4	1.3	1.7
S,T,U	Other Community, Social & Personal Services	1.7	1.7	1.5	2.0	1.8	1.7	1.8	1.0
A,B,D,E,V	OTHERS*	3.1	2.9	3.0	3.0	3.0	3.0	2.7	3.2

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 figures obtained at quarterly intervals.

9.1 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (INCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2006 - 2015
(June)

Mid-Year	Median (50th Percentile)	20th Percentile
	Level (Dollars)	
2006	2,289	1,224
2007	2,449	1,300
2008	2,748	1,400
2009	2,748	1,468
2010	2,887	1,500
2011	3,070	1,617
2012	3,248	1,647
2013	3,480	1,800
2014	3,566	1,856
2015	3,798	1,965
	Nominal Change (Per Cent Per Annum)	
2006 - 2015	5.8	5.4
2006 - 2010	6.0	5.2
2010 - 2015	5.6	5.5
	Real* Change (Per Cent Per Annum)	
2006 - 2015	3.0 (3.3)	2.6 (2.9)
2006 - 2010	2.9 (3.3)	2.1 (2.5)
2010 - 2015	3.0 (3.4)	2.9 (3.3)

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

Notes :

- 1) Data exclude full-time National Servicemen.
- 2) As the income data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years).
- 3) * - Deflated by Consumer Price Index for all items at 2014 prices (2014 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2014 prices (2014 = 100).

9.2 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (EXCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2006 - 2015
(June)

Mid-Year	Median (50th Percentile)	20th Percentile
	Level (Dollars)	
2006	2,072	1,100
2007	2,167	1,200
2008	2,492	1,300
2009	2,500	1,300
2010	2,588	1,400
2011	2,708	1,500
2012	2,925	1,500
2013	3,052	1,613
2014	3,179	1,639
2015	3,250	1,733
	Nominal Change (Per Cent Per Annum)	
2006 - 2015	5.1	5.2
2006 - 2010	5.7	6.2
2010 - 2015	4.7	4.4
	Real* Change (Per Cent Per Annum)	
2006 - 2015	2.3 (2.7)	2.4 (2.7)
2006 - 2010	2.6 (3.0)	3.1 (3.5)
2010 - 2015	2.1 (2.4)	1.8 (2.1)

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

Notes :

- 1) Data exclude full-time National Servicemen.
- 2) As the income data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years).
- 3) * - Deflated by Consumer Price Index for all items at 2014 prices (2014 = 100). Figures in brackets are deflated by Consumer Price Index less imputed rentals on owner-occupied accommodation at 2014 prices (2014 = 100).

Explanatory Notes

Labour Market 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 employment 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

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 employee is a Singapore citizen or Permanent Resident who is employed by an employer under a contract of service or other agreement entered into in Singapore. Every local employee and his/her employer are required to make monthly contributions to the CPF. The CPF is a compulsory savings scheme that provides workers financial security in old age and helps meet the needs of healthcare, home-ownership, family protection and asset enhancement.

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

The number of self-employed 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 (i.e. number of employed persons) 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 establishments 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 labour force. 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 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 establishments 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 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 or promotions.

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 job applicants.

Job vacancy rate for a quarter is defined as the number of job vacancies divided by the demand for manpower at the end of the quarter. The demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the quarter. 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 establishments 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 seasonal fluctuations in demand.

Paid Hours Worked

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments 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 refers to the total number of paid hours worked during a week by an employee. It is the sum of standard hours and paid overtime hours worked.

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

Paid overtime hours worked refers to the number of hours worked by an employee during a week in excess of the standard hours for which the employees were paid. It excludes overtime hours worked for which "time-off" was granted instead of wage payment.

Uses and Limitations

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

Management staff and executives are normally not paid additional hourly wages for working overtime. For this group of staff, users can refer to statistics on usual hours worked from the mid-year Comprehensive Labour Force Survey.

Income from Work

Source

Comprehensive Labour Force Survey

Coverage

The survey covers private households in Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore.

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

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

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Dec 15	54,300	2,800	5.2%	48,800	59,900
Resident Unemployment Rate	Dec 15	2.4%	0.12%-pt	5.2%	2.2%	2.6%
JOB VACANCY						
Job Vacancy Number	Dec 15	50,600	700	1.3%	49,200	51,900
Job Vacancy Rate	Dec 15	2.4%	0.03%-pt	1.3%	2.4%	2.5%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 15	2.2%	0.03%-pt	1.1%	2.2%	2.3%
Average Monthly Resignation Rate	4Q 15	1.7%	0.02%-pt	1.0%	1.6%	1.7%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 15	3.4	0.04	1.1%	3.3	3.4

Note: Data are non-seasonally adjusted.

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	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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