

Labour Market Report 2016



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT 2016

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MISSION

To provide timely and reliable national statistical information on the labour market to facilitate informed decision-making within the government and community-at-large

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Explanatory Notes

Notations

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

Abbreviations

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

Labour Market Report

2016

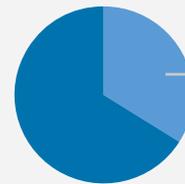
Employment

Employment level



3,673,100
Dec 2016

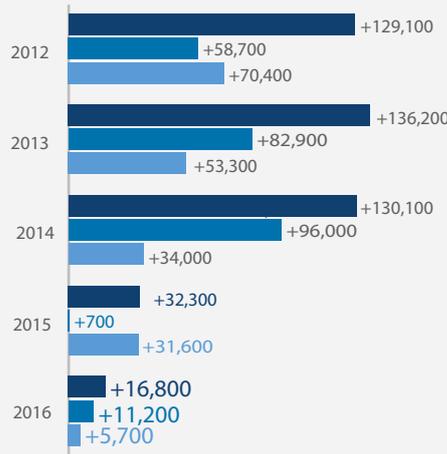
Foreign share of employment



The foreigners' share of employment (excl. FDW)
33.6%
in Dec 2016

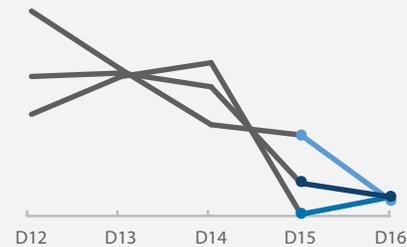
Total employment grew at a slower pace in 2016

Employment change



Employment growth rate (%), year-on-year

— Total — Local — Foreign



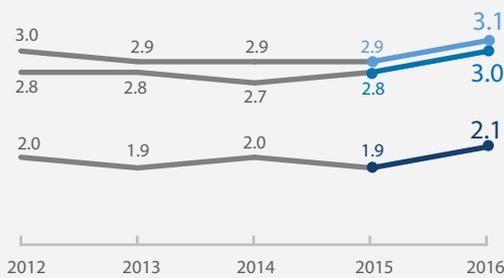
	D12	D13	D14	D15	D16
Total	4.0	4.1	3.7	0.9	0.5
Local	2.9	4.0	4.4	0.0	0.5
Foreign	5.9	4.2	2.6	2.3	0.4

Unemployment

Unemployment rose

Unemployment rate (%), annual average

● Overall ● Resident ● Citizen



Unemployed persons



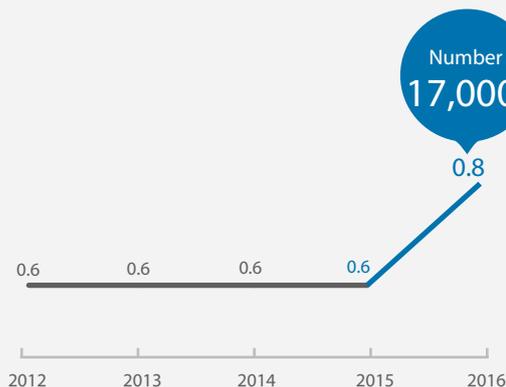
73,900 Residents
Dec 2016



67,300 Citizens
Dec 2016

Long-term unemployment rose

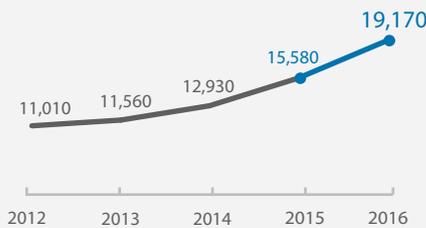
Resident long-term unemployment rate (%) and number, annual average



Redundancy

Layoffs have been on an uptrend since 2010

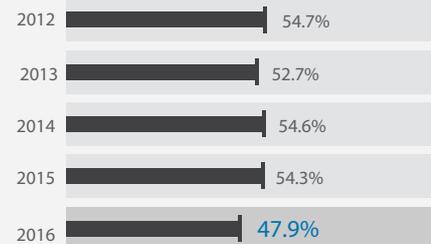
Workers made redundant



Re-entry into Employment

Re-entry into employment down for second consecutive year

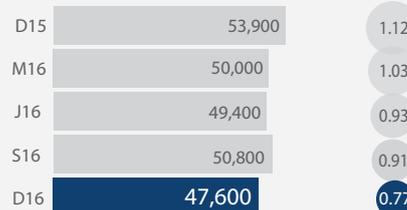
Resident rate of re-entry into employment (%), annual average



Job Vacancy

Job vacancies continued to fall short of job seekers

Job vacancies and ratio to unemployed persons (%), seasonally adjusted



Labour Turnover

Decline in labour turnover

Annual average monthly recruitment and resignation rates (%)



HIGHLIGHTS

- After holding steady at about 2.8% for four years, the annual average resident unemployment rate rose to 3.0% in 2016. The increase was broad-based across most age and education groups, with residents aged 30-39 and 50 & over registering larger increases.
- More job seekers were taking a longer time to find work. The annual average resident long-term unemployment rate, though still low, rose from 0.6% in 2015 to 0.8% in 2016. The increase was broad-based across most age and education groups, especially those in their 50s & over. In addition, the long term unemployment rate for degree holders rose to 1.0% in 2016, the highest since 2004.
- Although the net growth in local employment in 2016 (11,200) rebounded from 2015 (700), the growth was still significantly lower than levels seen in the earlier part of this decade (58,700 in 2012, 82,900 in 2013 and 96,000 in 2014). Foreign employment growth (excluding FDW) continued to trend down, contracting by -2,500 for the first time since the recession in 2009 (-8,900),
- On-going business re-organisation and restructuring, along with high costs and downturn in industry were the key reasons for redundancies in 2016. Residents were less vulnerable to redundancy than foreigners. Local PMETs remained more vulnerable to redundancy than other occupational groups, continuing the trend since 2009.
- The annual average rate of re-entry among residents made redundant fell for the second consecutive year to 48% in 2016, the lowest since the comparable series started in 2010 (53%). The decline was observed across all age, education and occupational groups.
- The number of job vacancies (seasonally-adjusted) continued to decline to a four year low of 47,600 in December 2016. Coupled with the increase in unemployed persons, the seasonally adjusted ratio of job vacancies to unemployed persons fell from 91 openings per 100 job seekers in September 2016 to 77 in December 2016, the lowest since September 2009 (54).
- Year-on-year, the nominal median income (including employer CPF contributions) of full-time employed Singaporeans rose by 0.7% to \$3,823 in 2016, or 1.3% in real terms (after adjusting for negative inflation). From 2011 to 2016, there was sustained real income growth of 3.1% p.a. at the median and 3.2% p.a. at the 20th percentile.

Overview

Resident unemployment rate rose in 2016 after holding steady in the past four years. More unemployed also took longer to look for work. Job seekers continued to outnumber job vacancies. Redundancies continued to increase and the re-entry rate among those made redundant declined in the recent two years. Local employment grew while foreign employment contracted. Median income for citizens continued to grow over the last five years, although growth has slowed in 2016.

Unemployment

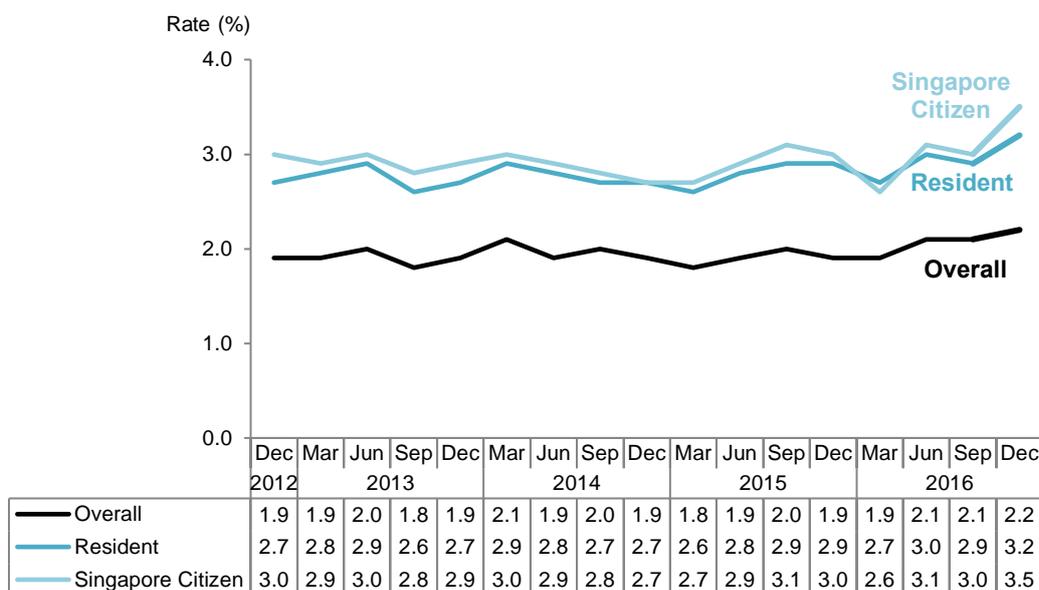
Unemployment rose

Quarter-on-quarter (seasonally adjusted), the overall unemployment rate rose from 2.1% in September 2016 to 2.2% in December 2016. Unemployment rate also rose for residents (2.9% to 3.2%) and citizens (3.0% to 3.5%), as more people entered the labour force to look for work.

An estimated 73,900 residents (including 67,300 citizens) were unemployed in December 2016. This was higher than the 66,600 and 58,500 in September 2016.¹

¹ Based on seasonally adjusted data on number of unemployed persons.

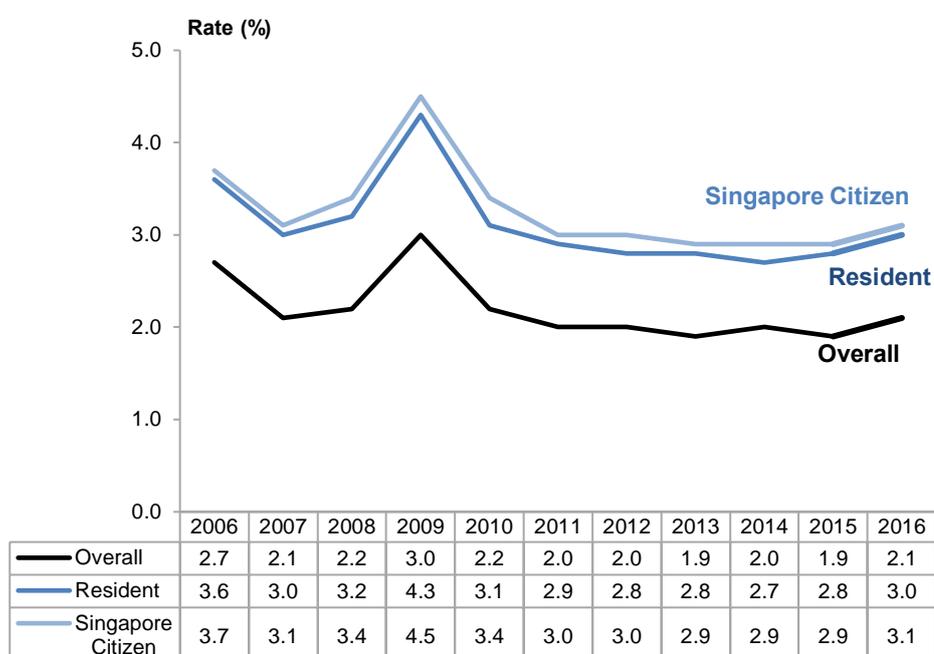
Chart 1 Quarterly Unemployment Rate (Seasonally Adjusted)



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

In 2016 (average of four quarters²), unemployment rate rose to its highest since 2010 for overall (1.9% in 2015 to 2.1% in 2016), residents (2.8% to 3.0%) and citizens (2.9% to 3.1%).

Chart 2 Annual Average Unemployment Rate



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.

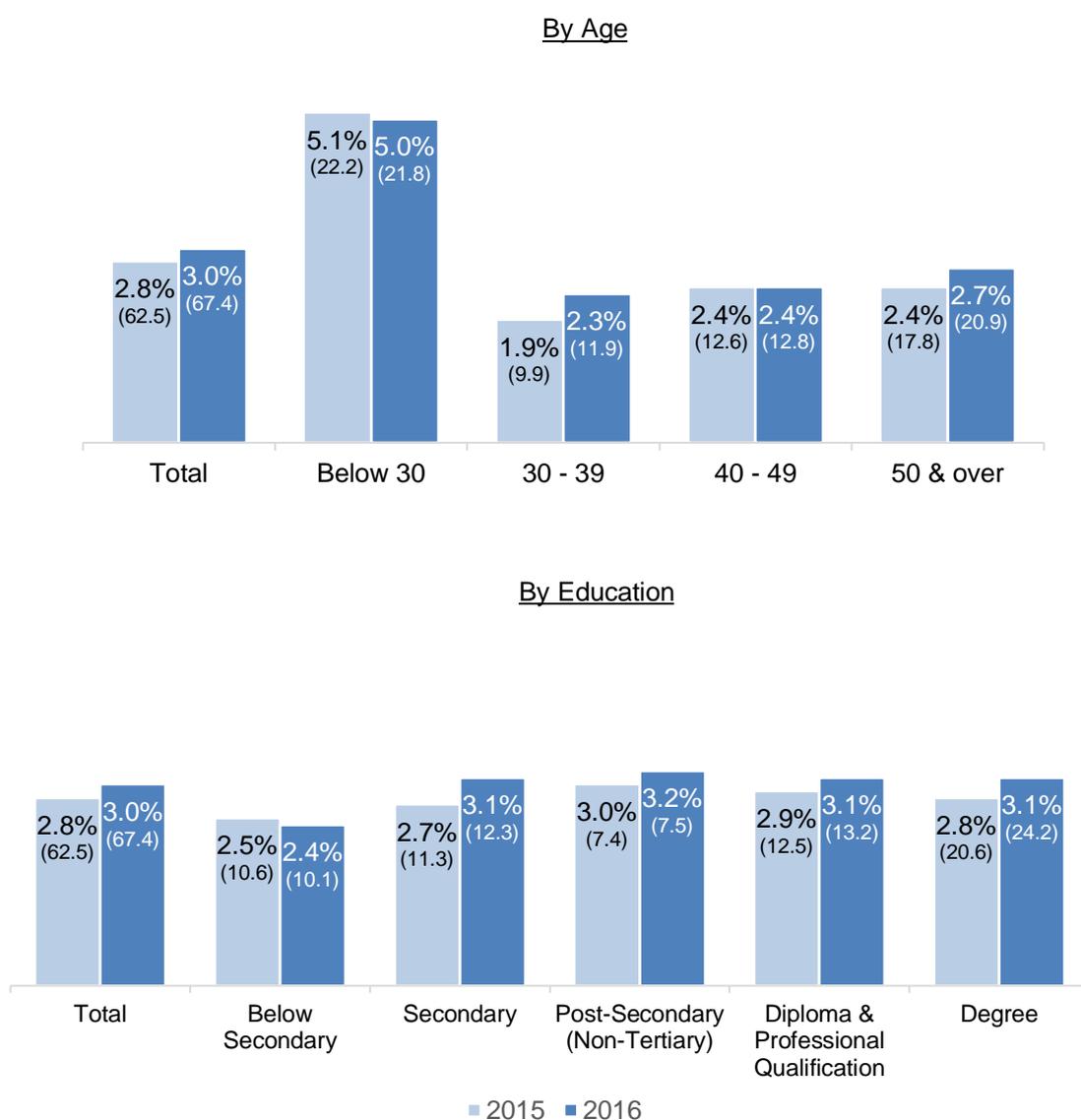
² Average of four quarters are using non-seasonally adjusted figures.

**Unemployment
rose across
most age and
education
groups**

Unemployment rose across most age and education groups. The annual average unemployment rate for residents in their 30s (1.9% in 2015 to 2.3% in 2016) and those aged 50 & over (2.4% to 2.7%, highest since 2010) registered larger increases. Notwithstanding the increase among residents in their 30s, their unemployment rate remained the lowest among the different age groups.

The increase in unemployment was larger among those with secondary (2.7% in 2015 to 3.1% in 2016) and degree (2.8% to 3.1%, the highest since 2009) qualifications.

Chart 3 Annual Average Resident Unemployment Rate By Age And Education



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

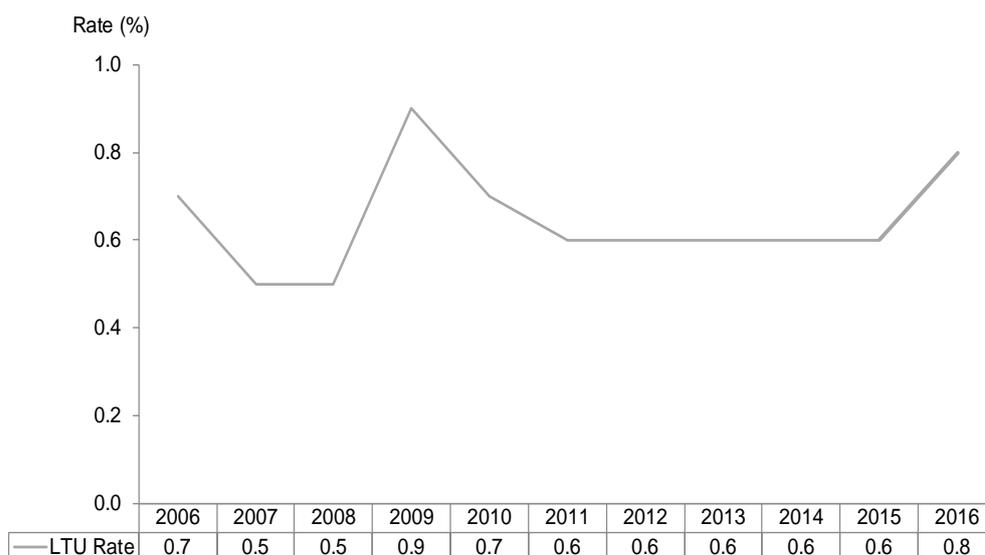
Notes:

- (1) Figures in brackets refer to the number of unemployed in thousands. They may not add up to the total due to rounding.
- (2) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

Long-term unemployment rose

More job seekers were taking a longer time to find work. The resident long-term unemployment rate rose in December 2016 compared to December 2015. In the year, the annual average unemployment rate, though still low, also rose from 0.6% in 2015 to 0.8% in 2016. The share of long term unemployed among the unemployed also increased, from 21% in 2015 to 26% in 2016³.

Chart 4 Annual Average Resident Long-Term Unemployment Rate



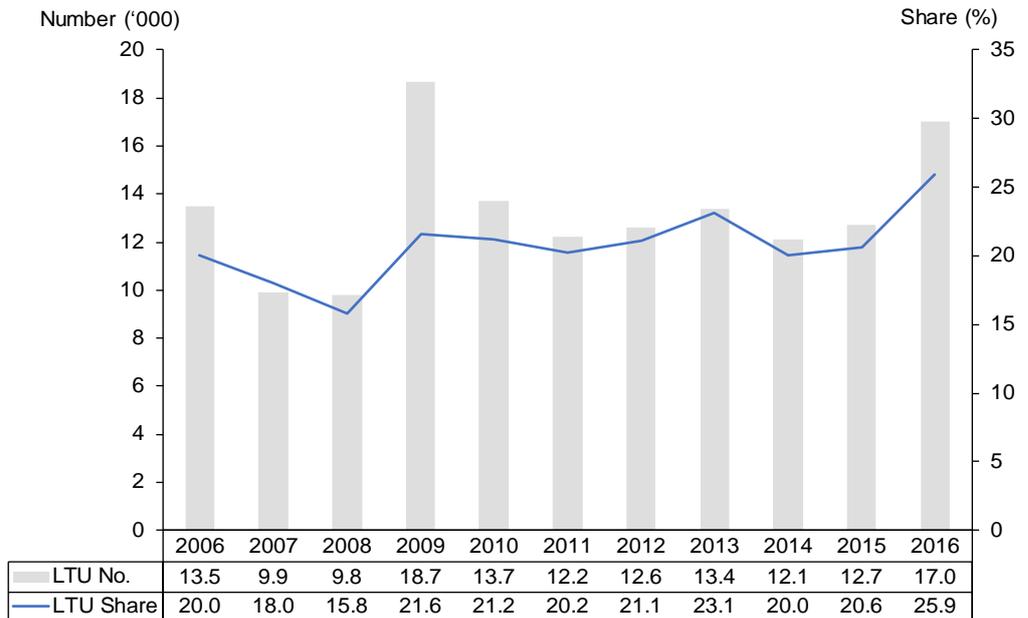
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

³ Similarly, the share of long-term unemployed among the residents unemployed in 2016 was also the highest since 2004 for December periods.

Chart 5 Number And Share Of Resident Long-Term Unemployed
(Annual Average)



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

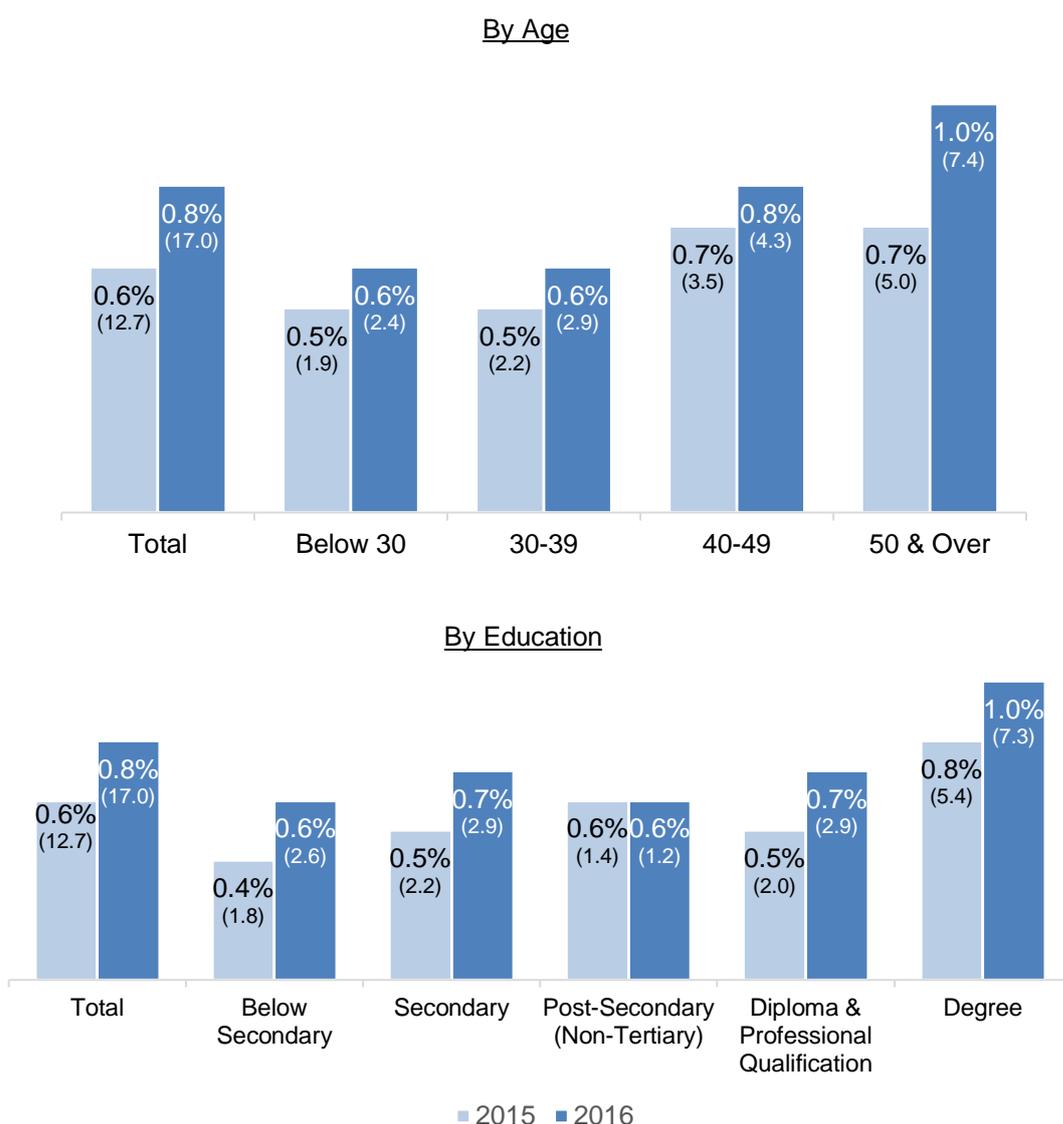
Notes:

- (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.
- (3) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

The increase was also broad based across most age and education groups in 2016. The largest increase was among residents aged 50 & over (0.7% in 2015 to 1.0% in 2016, the highest since 2009).

The long term unemployment rate for degree holders rose to 1.0% in 2016, the highest since 2004.

Chart 6 Annual Average Resident Long-Term Unemployment Rate And Number By Age And Education



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

Notes:

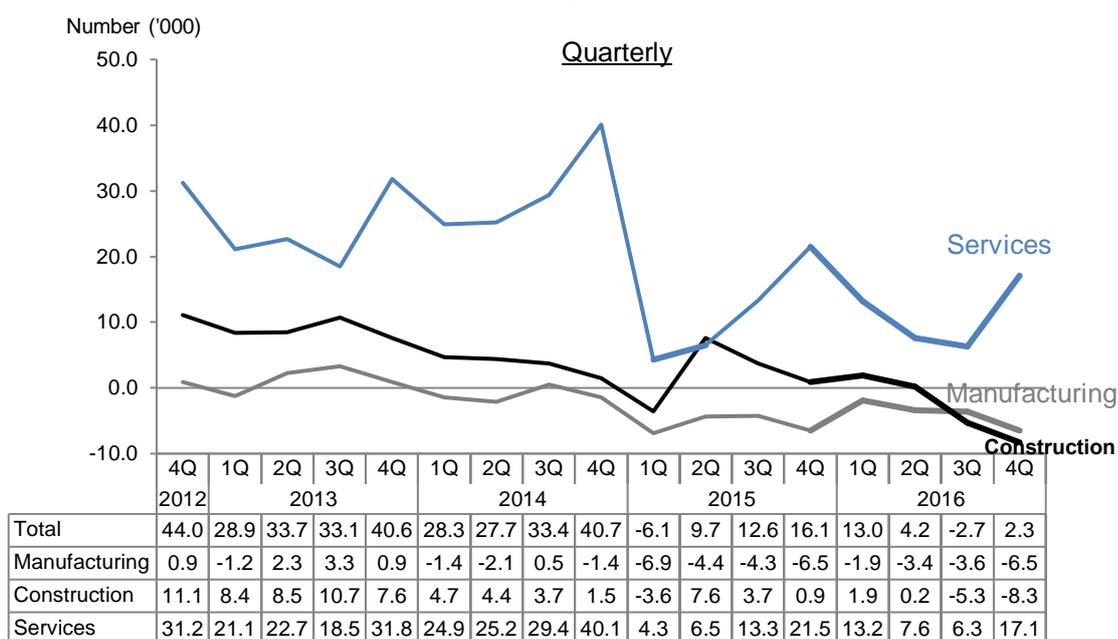
- (1) Figures in brackets refer to the number of unemployed in thousands. They may not add up to the total due to rounding.
- (2) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

Employment

Employment grew in the fourth quarter

Reflecting seasonal hiring for year-end festivities, total employment grew in the fourth quarter of 2016 (2,300), compared to the contraction in the third quarter (-2,700), but growth was lower than the fourth quarter of 2015 (16,100).

Chart 7 Quarterly Employment Change By Sector



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

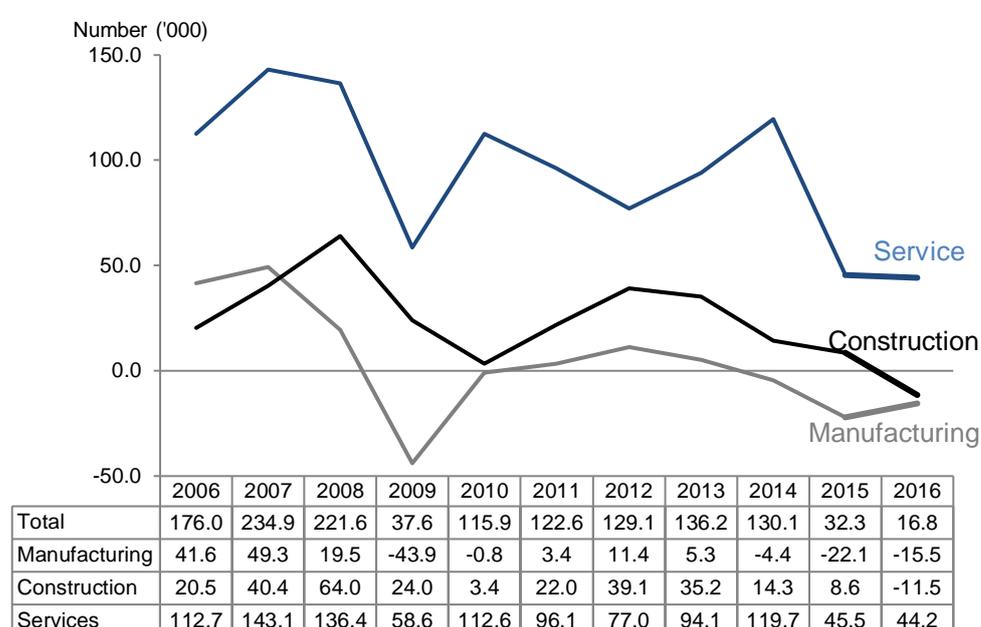
Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data may not add up to the total due to rounding.

**Total
employment
grew at a slower
pace in 2016**

For the whole of 2016, total employment (excluding Foreign Domestic Worker (FDW)) grew by 8,600, the lowest growth since 2003 (-11,700). Manufacturing (-15,500) continued its declines for the third consecutive year and was likely to extend to 1Q 2017⁴. On the other hand, construction (-11,500) saw its first decline since 2004, due to a slowdown in private sector construction activities⁵. These declines were offset by increases in services sectors such as community, social & personal services (20,200 or 12,000 excluding FDW), accommodation & food services (6,000), administrative & support services (4,200) and transportation & storage (4,100).

Chart 8 Annual Employment Change By Sector



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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes agriculture, fishing, quarrying, utilities and sewerage & waste management.
- (3) The industries are classified based on SSIC 2010 from 2009 onwards and based on SSIC 2005 before 2009.
- (4) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.

⁴ Manufacturing firms expected to hire less workers in 1Q 2017. Among manufacturing firms, a net weighted balance of 16% foresaw declines in employment in Jan-Mar 2017, a trend observed for the sixth consecutive quarter. Source: Business Expectations of the Manufacturing Sector, EDB.

⁵ The construction sector shrank by 2.8 per cent in the fourth quarter of 2016, extending the 2.2 per cent contraction recorded in the previous quarter. Source: Economic Survey of Singapore 2016, MTI

Table 1 Total Employment Change By Industry

In Thousands

	Quarterly Change								Annual Change		Employment Level
	2015				2016				2015	2016	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q			Dec 2016
Total	-6.1	9.7	12.6	16.1	13.0	4.2	-2.7	2.3	32.3	16.8	3,673.1
Total (excl FDW)	-8.6	7.6	10.5	13.7	9.5	2.1	-4.2	1.2	23.3	8.6	3,433.4
Manufacturing	-6.9	-4.4	-4.3	-6.5	-1.9	-3.4	-3.6	-6.5	-22.1	-15.5	498.4
Construction	-3.6	7.6	3.7	0.9	1.9	0.2	-5.3	-8.3	8.6	-11.5	488.5
Services	4.3	6.5	13.3	21.5	13.2	7.6	6.3	17.1	45.5	44.2	2,659.4
Services (excl FDW)	1.8	4.4	11.2	19.1	9.7	5.5	4.9	15.9	36.5	36.0	2,419.7
Wholesale & Retail Trade	-4.5	-7.0	-2.3	4.4	-0.7	-1.1	-0.9	3.6	-9.4	0.8	491.5
Transportation & Storage	1.4	1.2	-	0.5	1.8	1.7	0.7	-0.1	3.1	4.1	241.2
Accommodation & Food Services	-1.8	0.6	1.6	4.4	-	0.6	0.7	4.7	4.8	6.0	246.6
Information & Communications	1.1	1.7	2.1	0.4	0.9	0.2	1.0	-	5.4	2.2	127.5
Financial & Insurance Services	0.8	0.3	2.6	0.8	1.9	-2.6	0.4	3.1	4.5	2.8	204.3
Real Estate Services	-1.9	-3.4	-0.5	0.7	1.0	-0.9	-0.1	0.2	-5.1	0.2	90.8
Professional Services	0.7	2.2	4.4	0.4	0.2	3.2	1.2	-0.8	7.7	3.8	247.7
Administrative & Support Services	2.0	7.0	-0.3	3.6	-0.4	1.4	0.6	2.6	12.3	4.2	217.4
Community, Social & Personal Services	6.5	3.9	5.7	6.2	8.6	5.1	2.8	3.7	22.4	20.2	792.3
Community, Social & Personal Services (excl FDW)	4.1	1.8	3.6	3.9	5.1	3.0	1.3	2.6	13.4	12.0	552.6
Others	0.1	-	-	0.2	-0.2	-0.2	-0.1	0.1	0.3	-0.4	26.9

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

Local employment grew, while foreign employment (excl FDW) contracted

Local Employment

Although local employment growth (11,200) was higher than in 2015 (700), it has slowed significantly from levels seen in the earlier part of this decade (58,700 in 2012, 82,900 in 2013 and 96,000 in 2014). By sector, local employment gains was concentrated in services (19,800) such as community, social and personal services, professional services and transportation and storage. On the other hand, both manufacturing and construction shed 6,800 and 1,400 locals respectively.

Foreign Employment

Foreign employment (excluding FDW) contracted for the first time (-2,500) since the 2009 recession (-8,900) along with continued tightening of the supply of foreign workforce. The declines were mainly in construction (-10,100) and manufacturing (-8,700). Including FDW, foreign employment grew in 2016, though at a slower pace than a year ago.

As at end 2016, there were 3,673,100 employed persons, with 2,280,100 locals and 1,393,000 foreigners (or 1,153,200 excluding FDW). Of every three persons in employment (excluding FDW), two were locals (66.4%) and one was a foreigner (33.6%).

Table 2 Employment Change By Residential Status And Industry

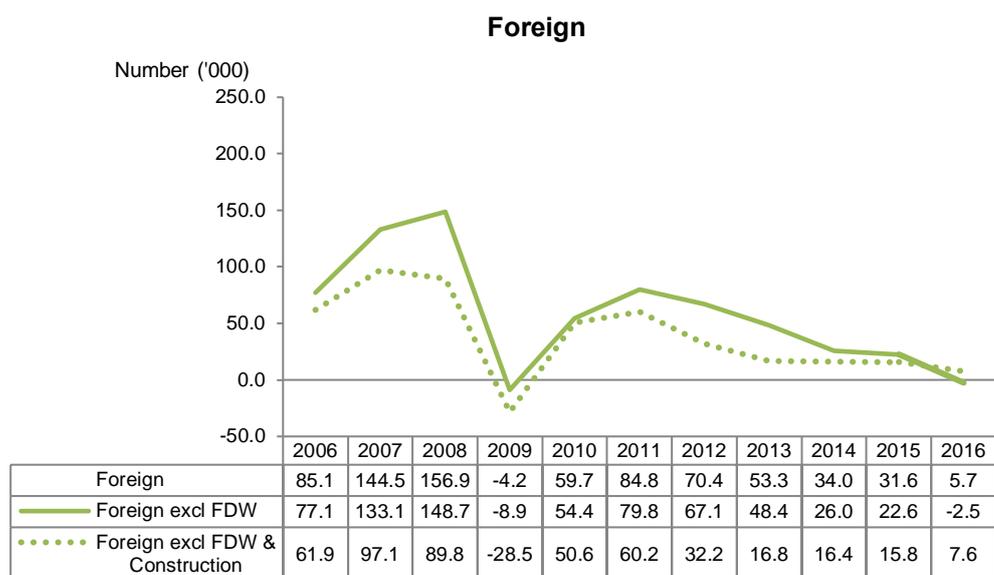
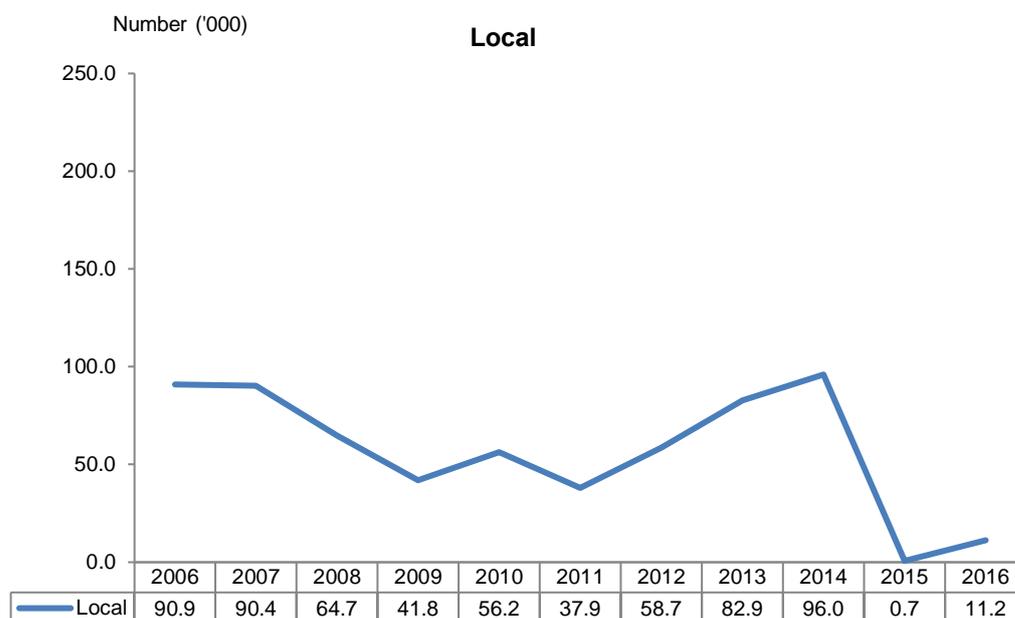
In Thousands

	Employment Change											Employment Level
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Dec 2016
Overall												
Total	176.0	234.9	221.6	37.6	115.9	122.6	129.1	136.2	130.1	32.3	16.8	3,673.1
<i>Total (excl FDW)</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>8.6</i>	<i>3,433.4</i>
Local	90.9	90.4	64.7	41.8	56.2	37.9	58.7	82.9	96.0	0.7	11.2	2,280.1
Foreign	85.1	144.5	156.9	-4.2	59.7	84.8	70.4	53.3	34.0	31.6	5.7	1,393.0
<i>Foreign (excl FDW)</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>-2.5</i>	<i>1,153.2</i>
Manufacturing												
Total	41.6	49.3	19.5	-43.9	-0.8	3.4	11.4	5.3	-4.4	-22.1	-15.5	498.4
Local	11.0	7.3	-4.6	-9.5	-0.1	-2.8	2.1	0.9	1.1	-7.3	-6.8	245.5
Foreign	30.6	42.0	24.1	-34.3	-0.7	6.1	9.4	4.4	-5.4	-14.8	-8.7	252.9
Construction												
Total	20.5	40.4	64.0	24.0	3.4	22.0	39.1	35.2	14.3	8.6	-11.5	488.5
Local	5.3	4.4	5.2	4.3	-0.4	2.4	4.2	3.7	4.6	1.8	-1.4	123.1
Foreign	15.2	36.0	58.9	19.7	3.8	19.6	34.9	31.6	9.7	6.8	-10.1	365.4
Services												
Total	112.7	143.1	136.4	58.6	112.6	96.1	77.0	94.1	119.7	45.5	44.2	2,659.4
<i>Total (excl FDW)</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>36.0</i>	<i>2,419.7</i>
Local	73.7	77.2	63.1	48.2	56.3	37.5	51.0	77.1	90.1	6.0	19.8	1,889.5
Foreign	39.0	65.9	73.4	10.4	56.2	58.6	26.1	17.0	29.5	39.6	24.4	769.9
<i>Foreign (excl FDW)</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>16.2</i>	<i>530.2</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.

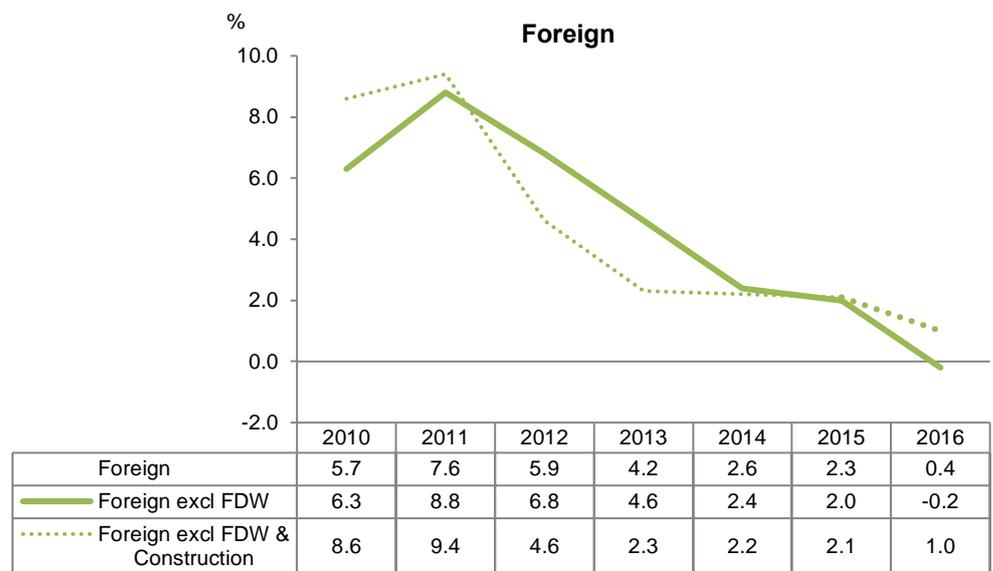
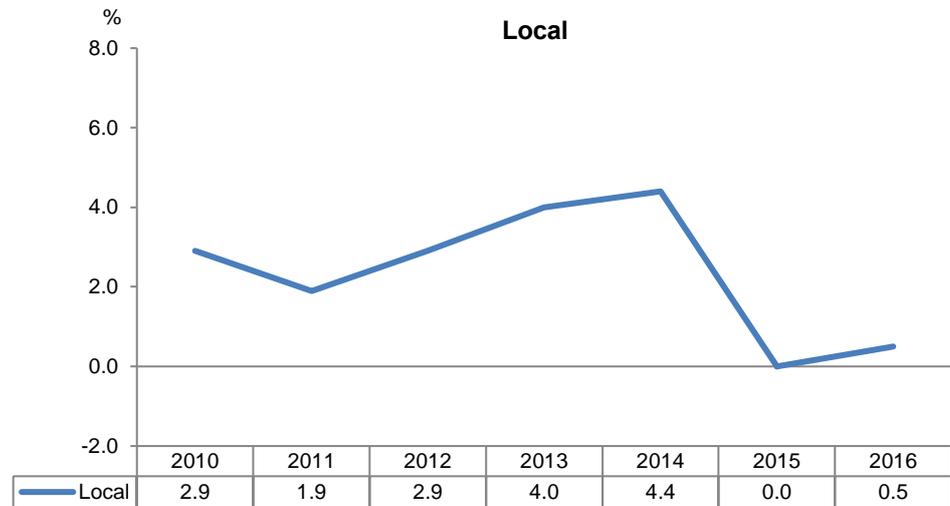
Chart 9 Annual Employment Change By Residential Status

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) Data may not add up to the total due to rounding.
- (3) 'excl FDW' refers to excluding foreign domestic workers.
- (4) - : nil or negligible

Chart 10 Year-On-Year Percentage Change In Employment By Residential Status



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

Notes:

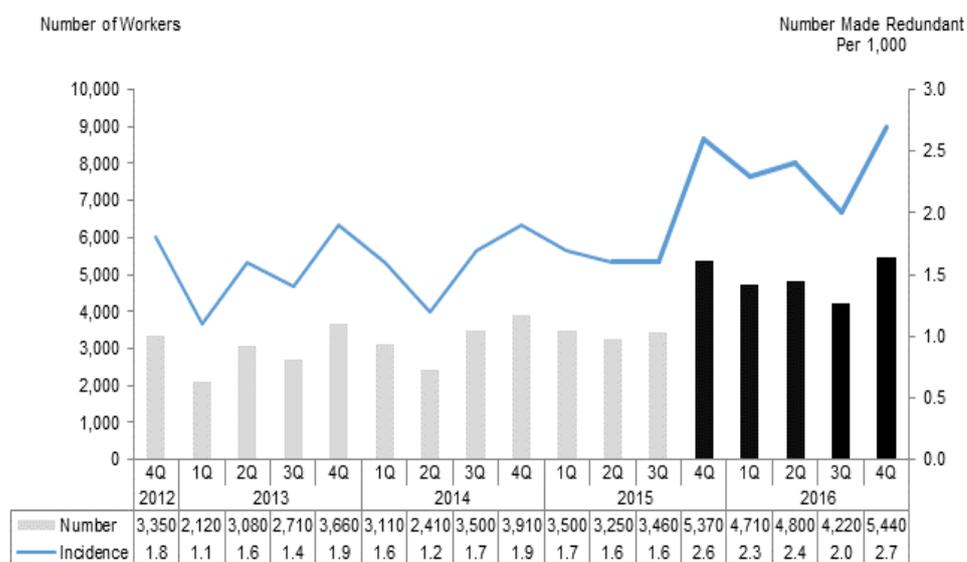
- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Growth rates refer to December-on-December.
- (3) 'excl FDW' refers to excluding foreign domestic workers.

Redundancy

Layoffs higher than previous quarter and a year ago

Redundancies rose in the fourth quarter of 2016, reflecting more layoffs in manufacturing and services. 5,440 workers were made redundant in 4Q 2016, up from the previous quarter (4,220) and highest since 2Q 2009 (5,980).

Chart 11 Redundancy

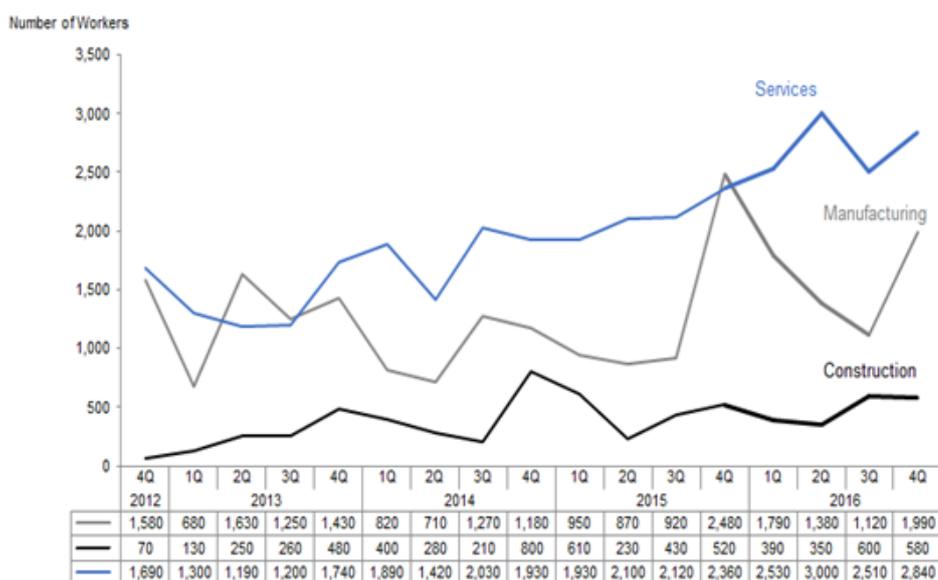


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data on the number of redundancies are rounded to the nearest 10.

Chart 12 Redundancy By Sector



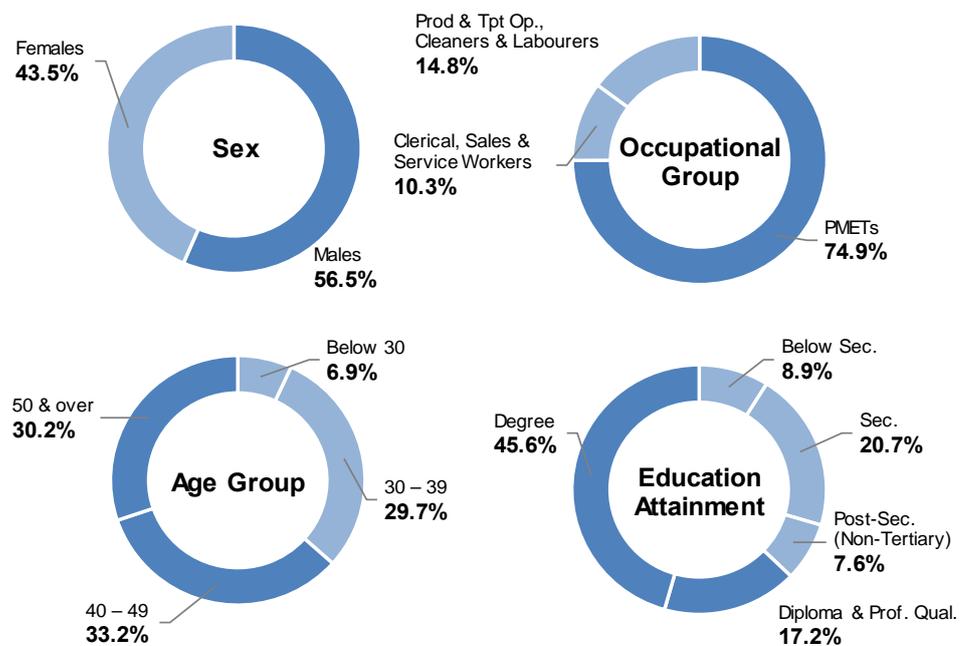
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 due to rounding.

Professionals, Managers, Executives and Technicians (PMETs) formed 75% of all residents made redundant in 4Q 2016. They remained over-represented as compared to their workforce composition.

Chart 13 Profile Of Residents Made Redundant, 4Q 2016



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

Notes:

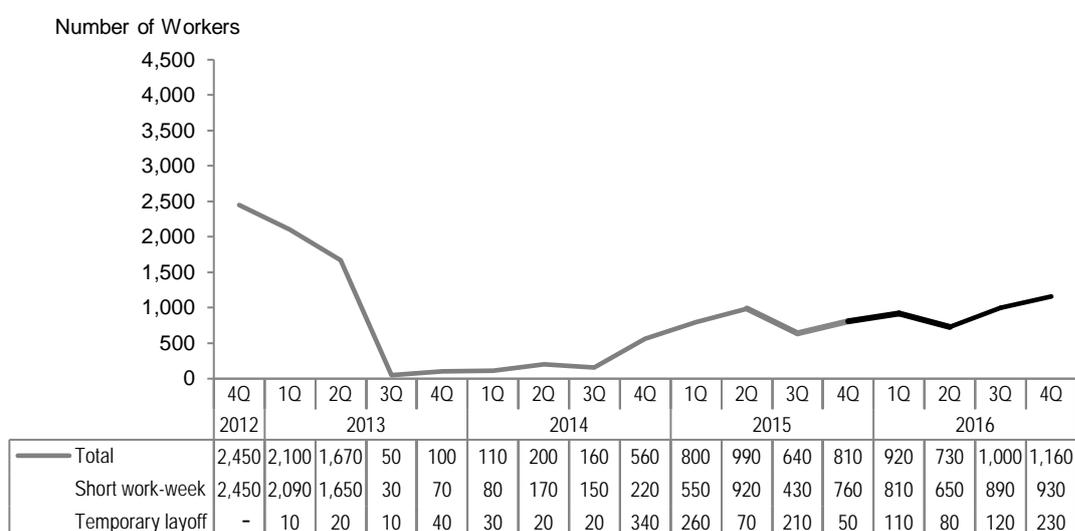
- (1) Data on residents made redundant pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to the total due to rounding.

Workers on short work-week or temporary layoff mainly from manufacturing

1,160 workers were placed on short work-week or temporary layoff in 4Q 2016, continuing the gradual uptrend observed since 3Q 2014. Majority of the workers were placed on short work-week (930) with the remaining 230 laid off temporarily in 4Q 2016.

Similar to past quarters, affected workers were mainly from manufacturing (61%), with the remaining from services (26%) and construction (13%). They were mostly production & related workers (59%), followed by PMETs (30%) and clerical, sales and service workers (12%).

Chart 14 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

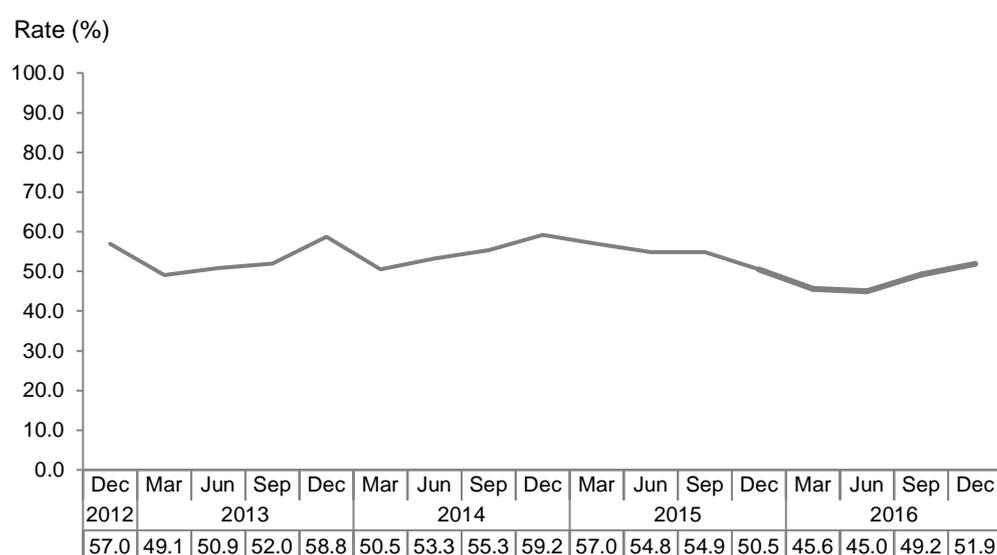
Re-entry Into Employment⁶

Rate of re-entry into employment edged up for second consecutive quarter

The rate of re-entry among residents made redundant rose for the second consecutive quarter. Based on CPF records, 52% of residents made redundant in 3Q 2016 re-entered employment by December 2016 from September 2016 (49%) and June 2016 (45%).

The increase was broad-based across all age groups, with older residents aged 50 & over seeing the biggest increase.

Chart 15 Rate Of Re-entry Into Employment Of Residents Made Redundant



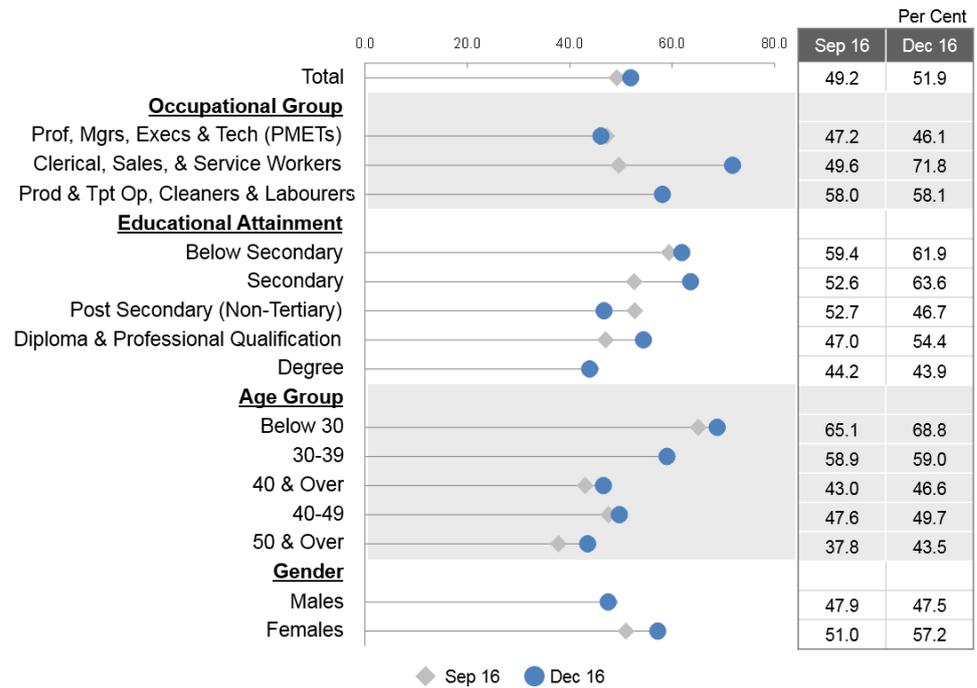
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Notes:

- (1) Data refer to residents made redundant by private sector establishments (each with at least 25 employees), who re-entered employment within six months of redundancy.
- (2) The annual average rates are the simple average of the quarterly rates of re-entry into employment.

⁶ 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 16 Rate Of Re-entry Into Employment Of Residents Made Redundant



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

Note:

Data refer to residents made redundant by private sector establishments (each with at least 25 employees), who re-entered employment within six months of redundancy.

Redundancy & Re-entry Into Employment (Annual)

Overview

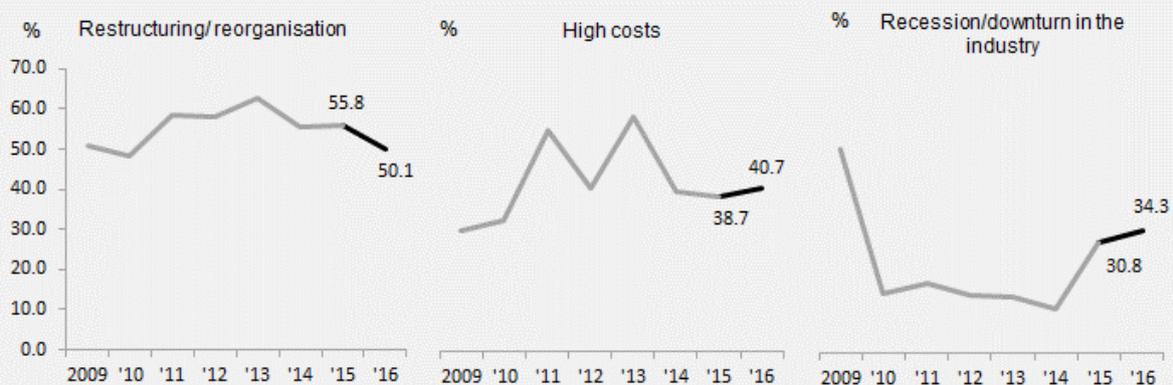
The annual number of redundancies has been on an uptrend since 2010, gathering pace in 2016 (19,170). Layoffs increased across all broad sectors in 2016. The bulk of redundancies were in professional services (14%), fabricated metal products (12%) and financial services (12%).

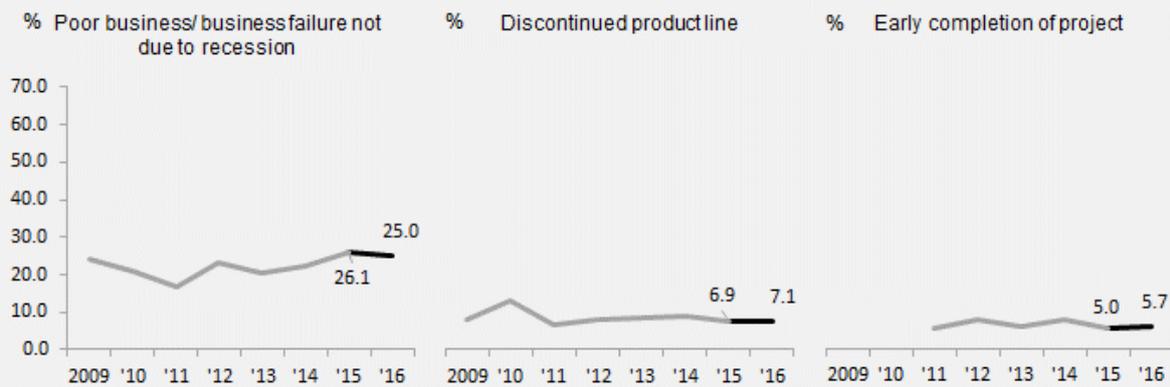
Normalising by their share of employment, there were 8.9 workers made redundant for every 1,000 employees in 2016, up from 7.4 in 2015, but still below recessionary highs in 2008 (11) and 2009 (14).

Redundancies rose due to business restructuring and reorganisation, high costs and downturn in industry

Business restructuring and reorganisation remained the top reason for redundancy in 2016, although the proportion has declined from 2013. This was followed by high costs and downturn in the industry, particularly among those laid off from manufacturing and construction.

Chart 1: Workers Made Redundant By Reasons For Redundancy, 2009 – 2016





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

Notes:

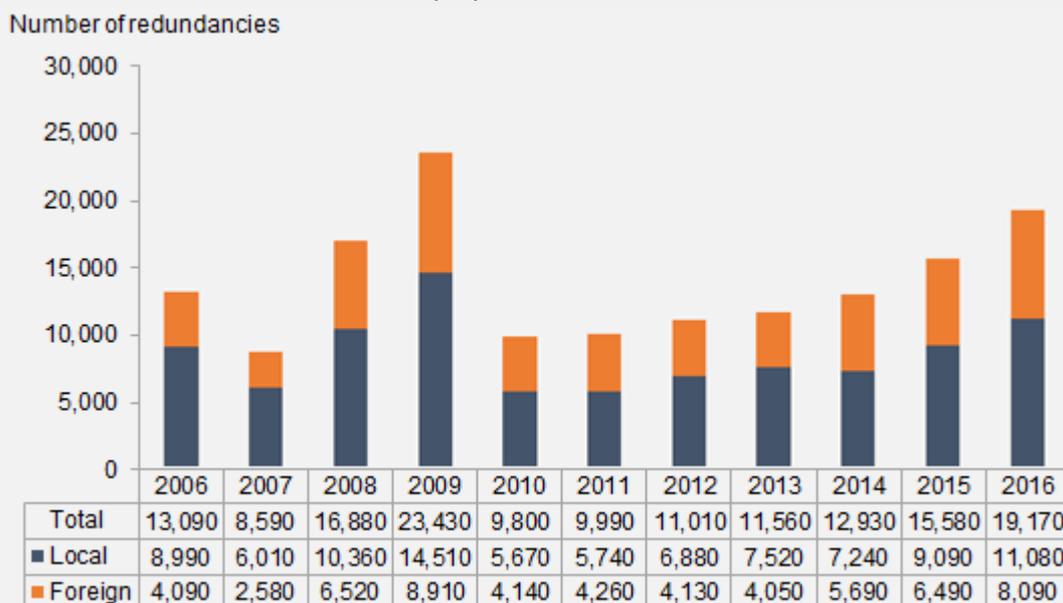
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Establishments can indicate more than one reason.
- (3) Data on reasons for redundancy is available from 2009. Data on early completion of project is available from 2011.

Redundancy by Residential Status

Locals remained less vulnerable to redundancy

Layoffs rose over the year for locals (11,080) and foreigners (8,090) in 2016, but it rose more quickly among foreigners.

Chart 2: Redundancy By Residential Status, 2006 – 2016



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.

The foreigner share of redundancies increased from 2013 (35%) to 2016 (42%). Locals remained less vulnerable than foreigners to redundancy, as the local share of redundancies (58%) remained lower than their two-thirds share of employment¹. The incidence of redundancy among locals (8.6 layoffs per 1,000 employees) was also lower than foreigners (9.5 per 1,000) in 2016.

Chart 3: Share Of Redundancies By Residential Status, 2006 – 2016



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 4: Incidence Of Redundancy By Residential Status, 2007 – 2016



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) Prior to 2007, data on incidence of redundancy by residential status are not available.

¹ Locals' share of employment (excluding foreign domestic workers) was 66.4% in December 2016. Source: Administrative Records and Labour Force Survey, Manpower Research & Statistics Department, MOM.

Profile of Locals Made Redundant

Among locals, PMETs remained more at risk to redundancy

The PMET share of local redundancies rose in 2016 (72%) across all industries, in particular professional services. On the whole, PMETs remained more at risk to redundancy compared to non-PMETs, with their share of redundancies remaining above their workforce composition² since 2009. The incidence of redundancy among PMETs rose from 8.6 redundancies per every 1,000 employees in 2015 to 10.3 per 1,000 in 2016, continuing the general uptrend observed over the past years. Non-PMETs' incidence of redundancy³ also rose though it remained lower than PMETs'.

Two in three (66%) local PMETs who were made redundant in 2016 were in their 30s and 40s. On the other hand, non-PMETs made redundant were mainly older. Close to one in three (32%) of clerical, sales & service workers made redundant and about two in three (63%) of production & related workers were aged 50 and over.

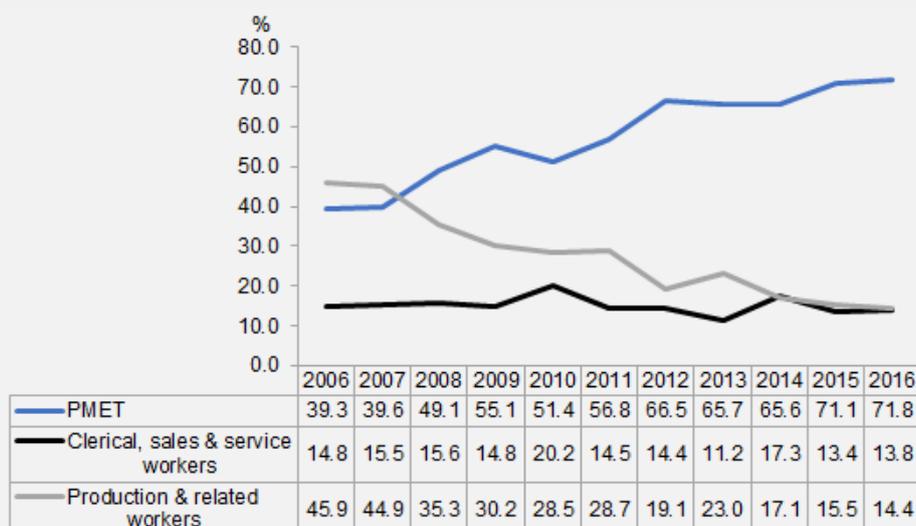
PMETs were mainly displaced from professional services (20%) and financial & insurance services (20%), reflecting the higher share of PMET employment in these industries. Among non-PMETs, wholesale & retail trade (17%)⁴ registered the most redundancies for clerical, sales and services workers, while the bulk of redundancies for production & related workers were from manufacturing (57%), mainly in fabricated metal products (19%) and electronics (14%).

² PMETs' share of resident employees (excluding Full-Time NSmen) was 55% in June 2016. Source: Comprehensive Labour Force Survey, Manpower Research & Statistics Department, MOM.

³ Local clerical, sales & service workers (2016: 4.9 per 1,000; 2015: 3.9 per 1,000) and local production & related workers' (2016: 7.5 per 1,000; 2015: 6.5 per 1,000) incidence of redundancy rose in 2016.

⁴ This was a consistent trend since 2012.

Chart 5: Share Of Locals Made Redundant By Occupational Group, 2006 – 2016



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

Notes:

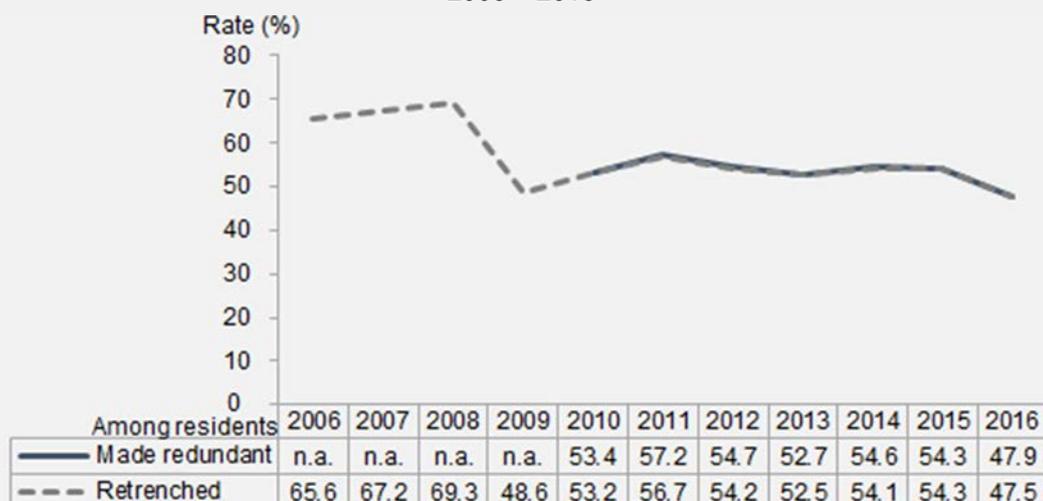
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to 100% due to rounding.

Re-entry into employment down for second consecutive year

Based on CPF records, the annual average rate of re-entry⁵ among residents made redundant fell for the second consecutive year in 2016 (48%), across all age, education and occupational groups. Degree holders and residents laid off from PMET jobs continued to face below-average re-entry rates.

⁵ The annual average re-entry rates are the simple average of the quarterly rates of re-entry into employment. The quarterly re-entry rates measures workers who were made redundant in a particular quarter, and re-entered into employment by the end of the next quarter.

Chart 6: Annual Average Rates Of Re-Entry Into Employment Of Residents Made Redundant, 2006 – 2016

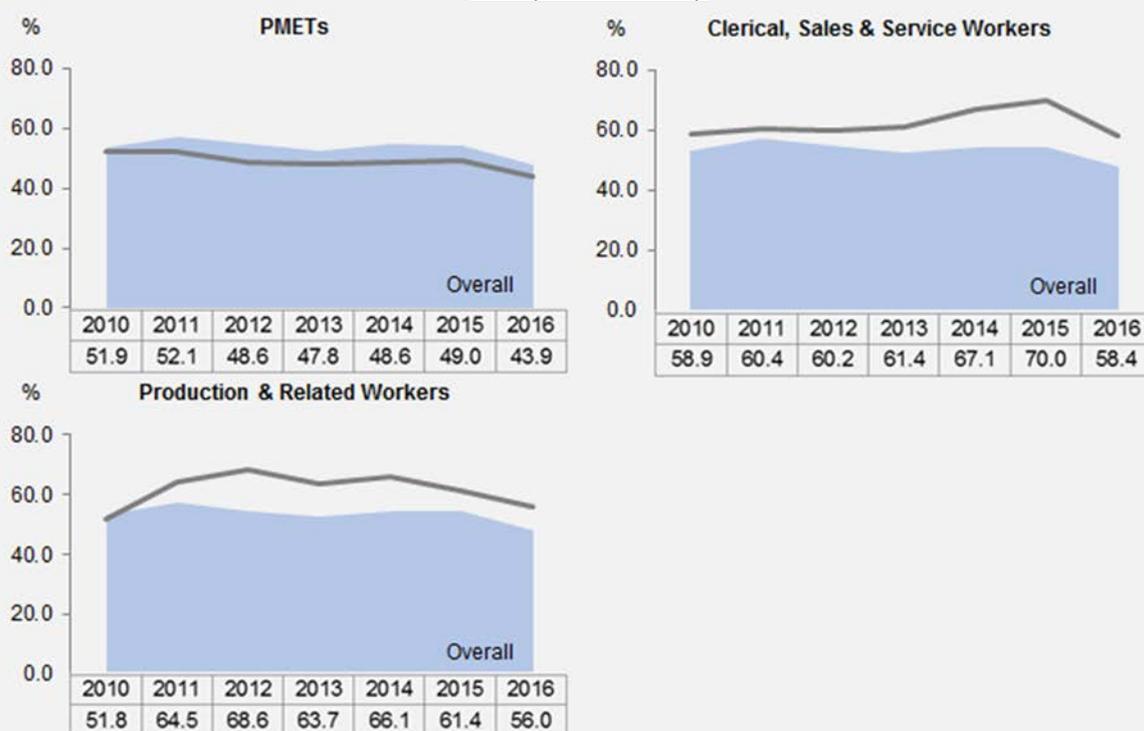


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

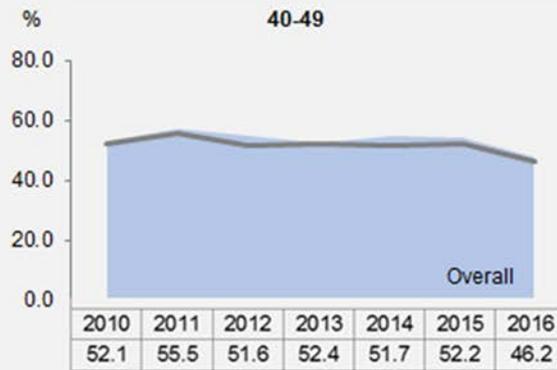
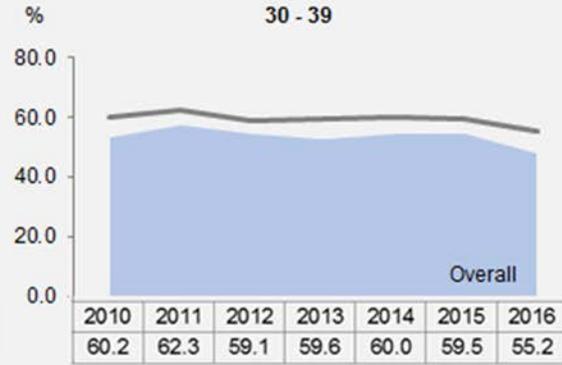
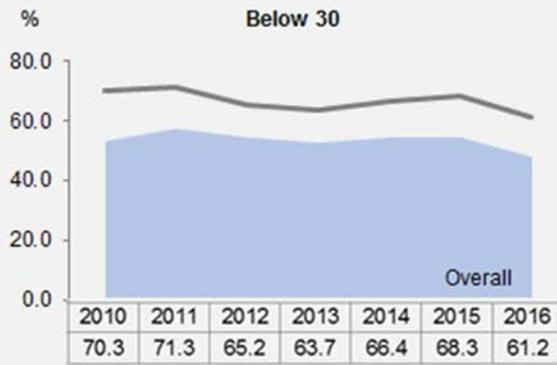
Notes:

- (1) The annual average rates are the simple average of the quarterly rates of re-entry into employment.
- (2) Data refer to residents made redundant by private sector establishments (each with at least 25 employees), who re-entered employment within six months of redundancy. From 2007 onwards, data also include residents made redundant by the public sector.
- (3) n.a.: Not available.

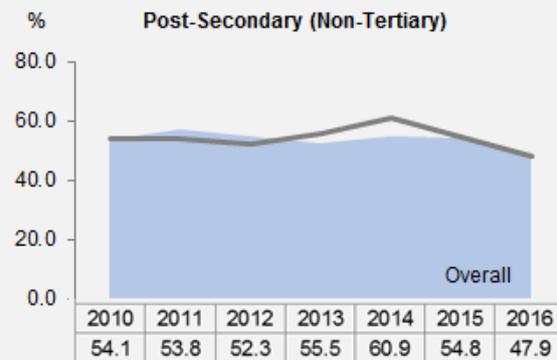
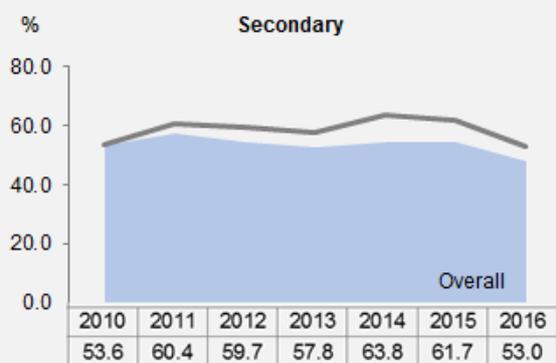
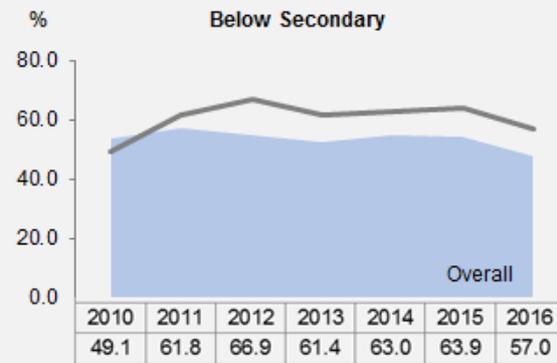
Chart 7: Annual Average Rates Of Re-Entry Into Employment Of Residents Made Redundant, 2010 – 2016
Occupational Group

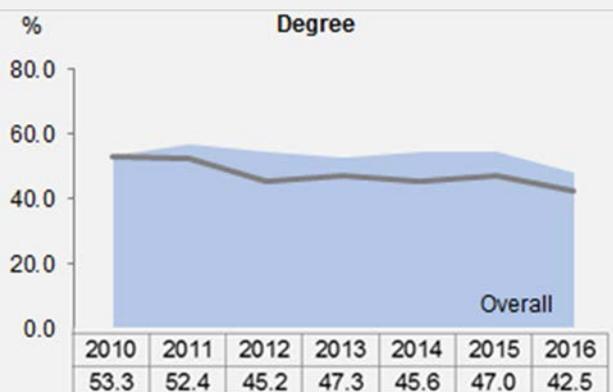


Age Group



Educational Group





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

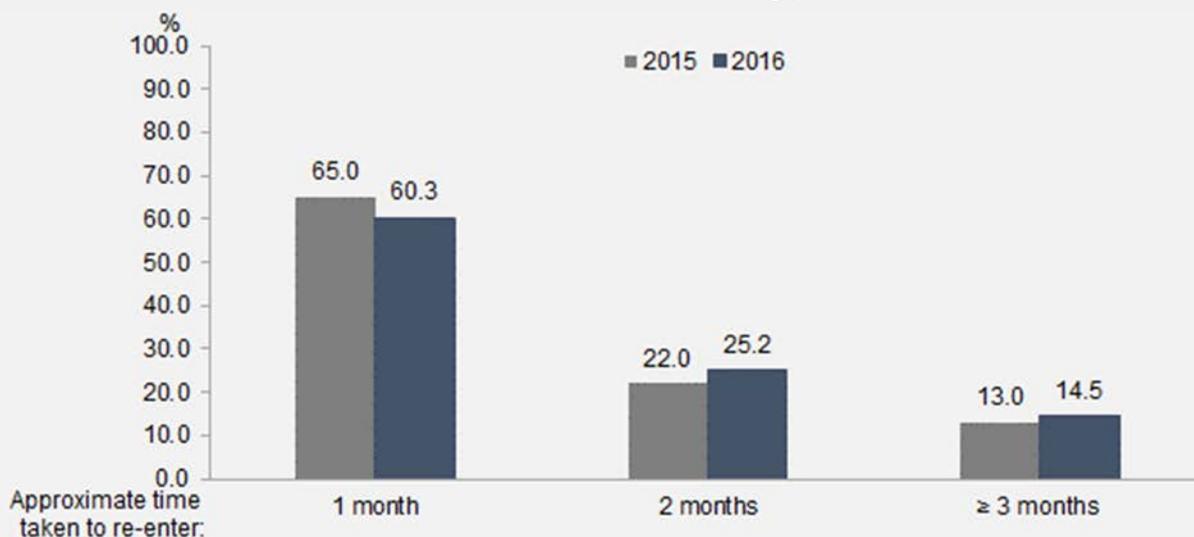
Notes:

- (1) The annual average rates are the simple average of the quarterly rates of re-entry into employment.
- (2) Data refer to 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.

86% of residents who re-entered employment took about two months or less to secure their new job

Among residents who re-entered employment, 86% re-entered employment in about two months or less. This was similar to the 2015 cohort, although there was a slight decline in the proportion who took 1 month, and a corresponding increase in the proportion who took 2 months.

Chart 8: Distribution Of Residents Who Re-Entered Employment By Time Taken, 2015 And 2016 (Annual Average)



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

Note:

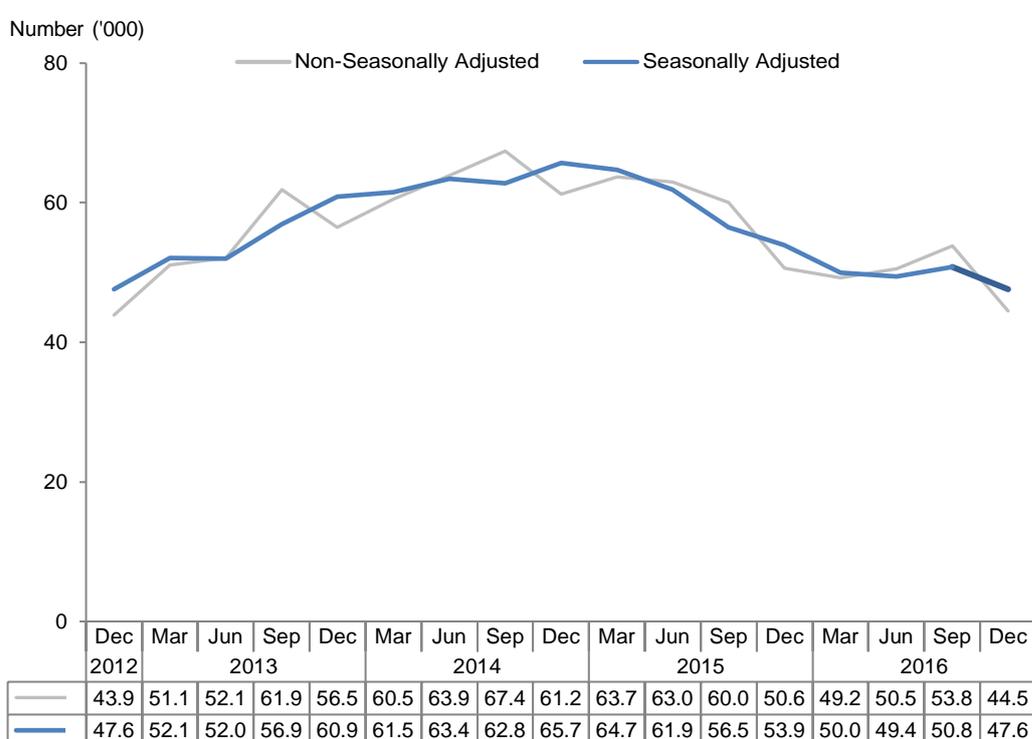
Data refer to residents made redundant by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment as at end of the next quarter (March, June, September, December) in 2015/2016.

Job Vacancy

Unemployed persons continued to outnumber job openings

After a brief uptick, the seasonally adjusted vacancies declined to a four-year low of 47,600 in December 2016, from 50,800 in September 2016. Coupled with the increase in unemployed persons, the seasonally adjusted ratio of job vacancies to unemployed persons fell from 91 openings per 100 job seekers in September 2016 to 77 in December 2016, the lowest since September 2009 (54).

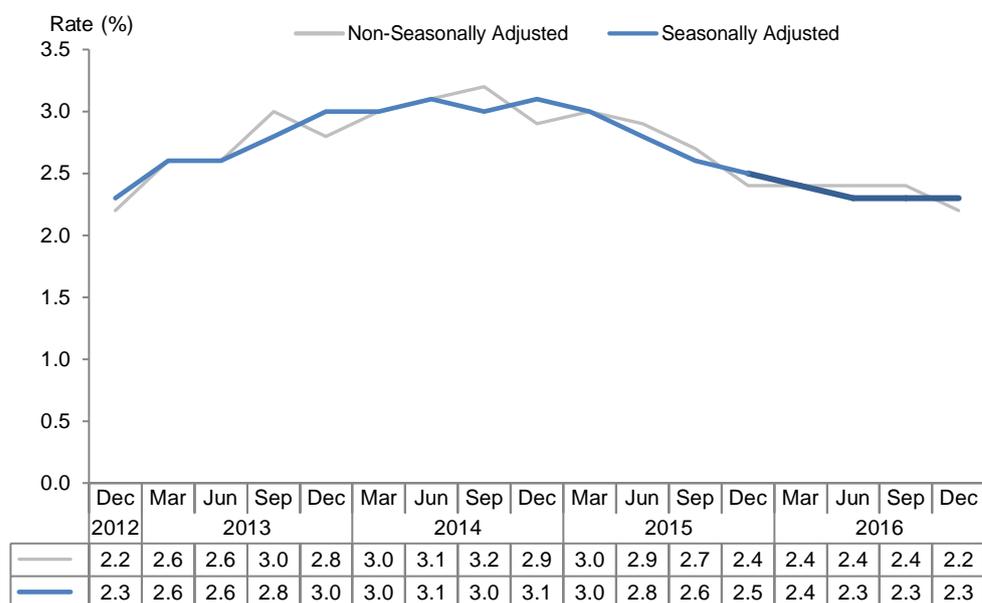
Chart 17 Job Vacancy



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 18 Job Vacancy Rate

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

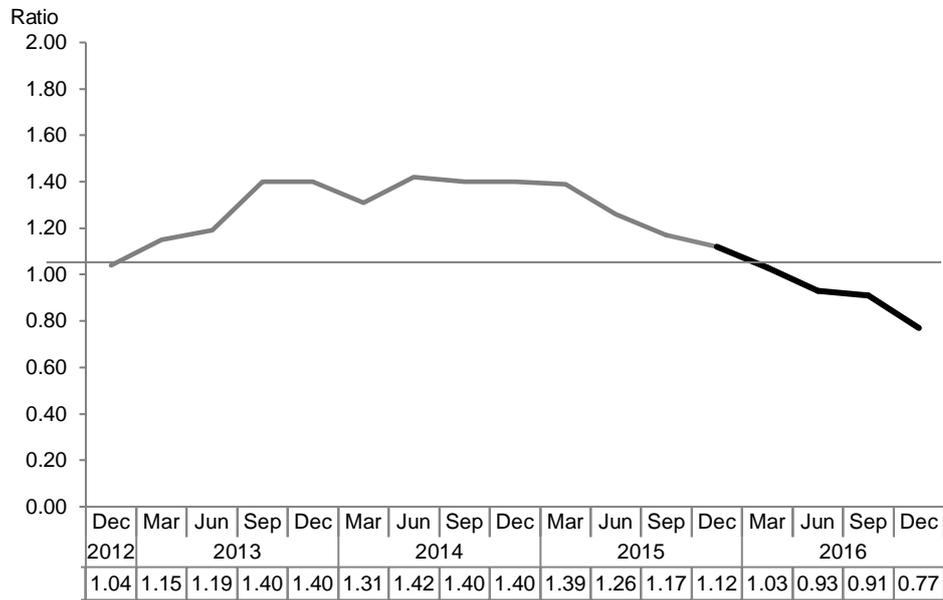
Note:

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

The decline in job vacancies over the year was generally broad-based across industries. It was largely driven by industries such as manufacturing (-1,300), food & beverage services (-1,100) and transportation & storage (-900).

In December 2016, 23,200 or 52% of the vacancies were for PMETs, followed by clerical, sales & service workers (11,700 or 26%) and production & transport operators, cleaners & labourers (9,700 or 22%).

Chart 19 Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



Source: Labour Market Survey and Labour Force 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.

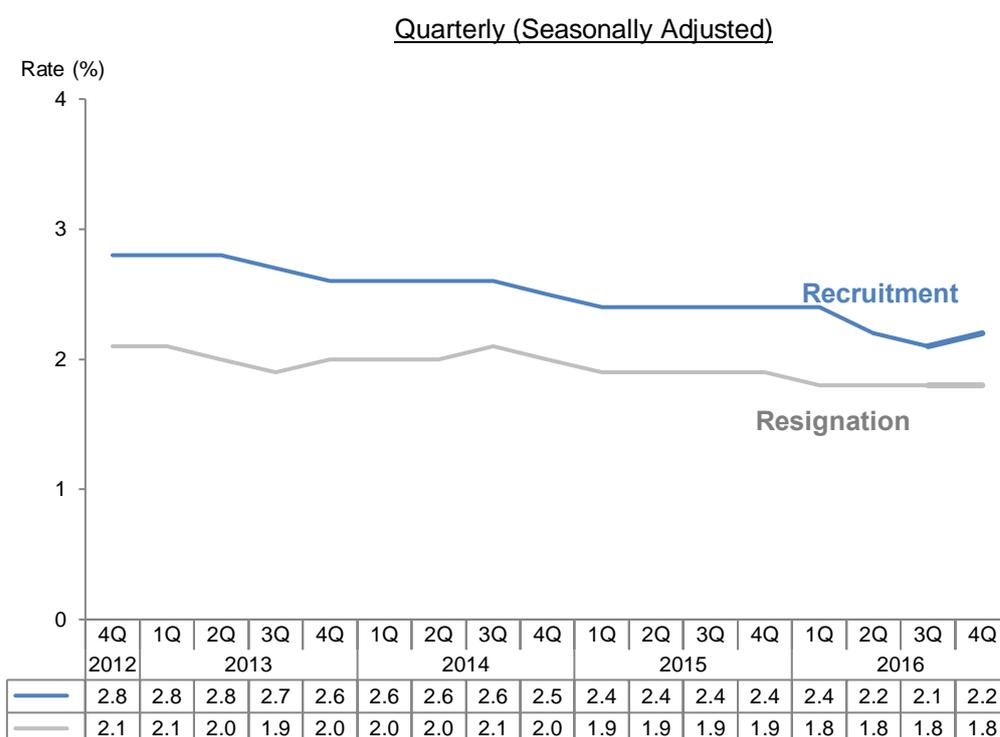
Labour Turnover

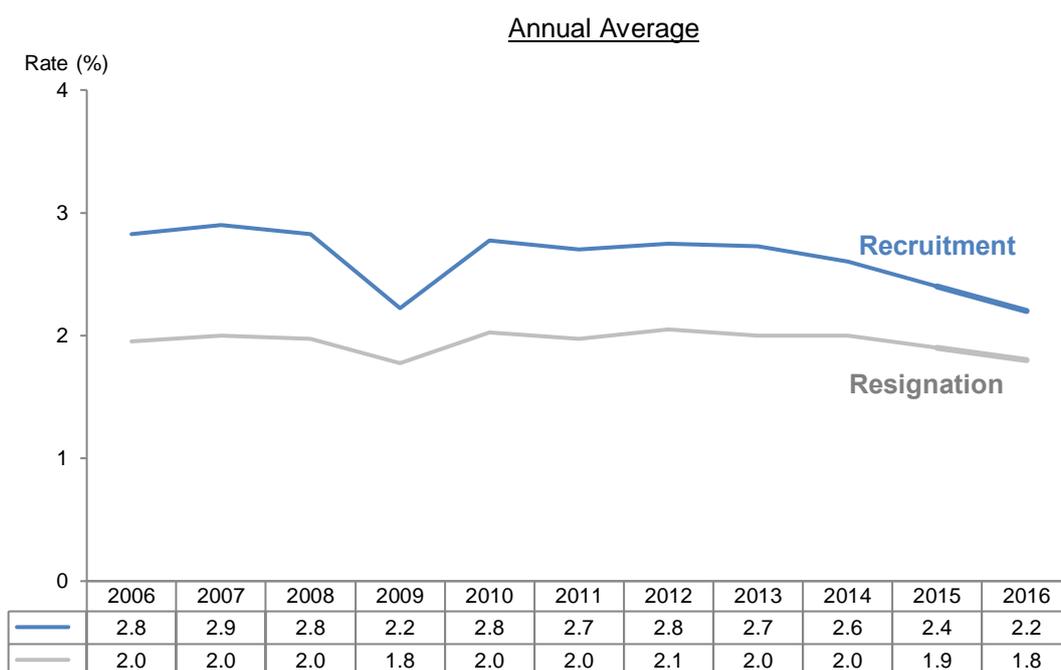
Recruitment rate rose while resignation rate held steady

The seasonally adjusted recruitment rate rose from 2.1% in 3Q 2016 to 2.2% in 4Q 2016, following the general downtrend since 4Q 2012. Meanwhile, resignation rate held steady at 1.8%, similar to the first three quarters of 2016.

For the whole of 2016, recruitment and resignation rates averaged 2.2% and 1.8% respectively. This was down from 2015's 2.4% and 1.9% respectively. Year-on-year, the decline in recruitment and resignation rates was broad-based across most occupational groups and industries, including sectors with higher turnover such as cleaning & landscaping (recruitment: 4.8%, resignation: 4.1%), food & beverage services (4.2%, 3.8%), retail trade (3.8%, 3.2%), real estate (3.5%, 2.9%) and security & investigation (3.5%, 2.8%).

Chart 20 Average Monthly Recruitment And Resignation Rates





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) The average monthly resignation/recruitment rate is defined as the average number of persons who resigned / who were recruited in a month divided by the average number of employees in the establishment.
- (3) Annual figures are computed based on the simple averages of the four quarterly figures in the year

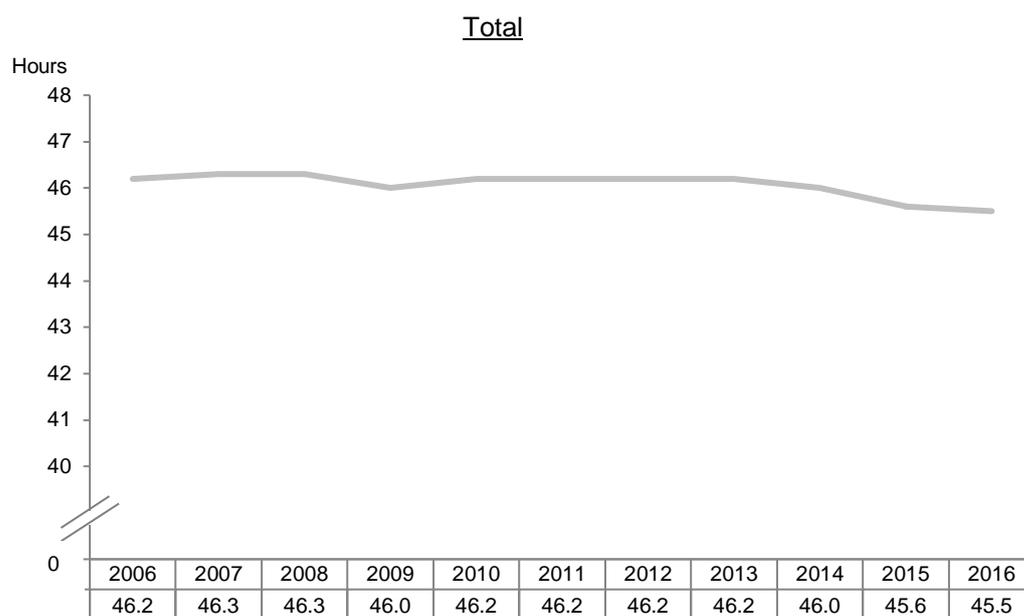
Hours Worked

Paid hours worked per employee declined

Average total weekly paid hours worked per employee declined to 45.3 hours in December 2016 from 45.6 hours a quarter ago, reflecting the drop in paid overtime hours from 3.3 hours to 3.1 hours. Based on yearly averages, paid hours worked per employee fell for the third consecutive year to 45.5 hours in 2016.

Alongside construction, the manufacturing sector saw a sustained decline in hours worked in the last three years. Specifically, transport equipment manufacturing recorded the largest decrease in hours worked in 2016. On the other hand, architectural & engineering services, security & investigation and food & beverage services registered larger increases in paid hours over the year.

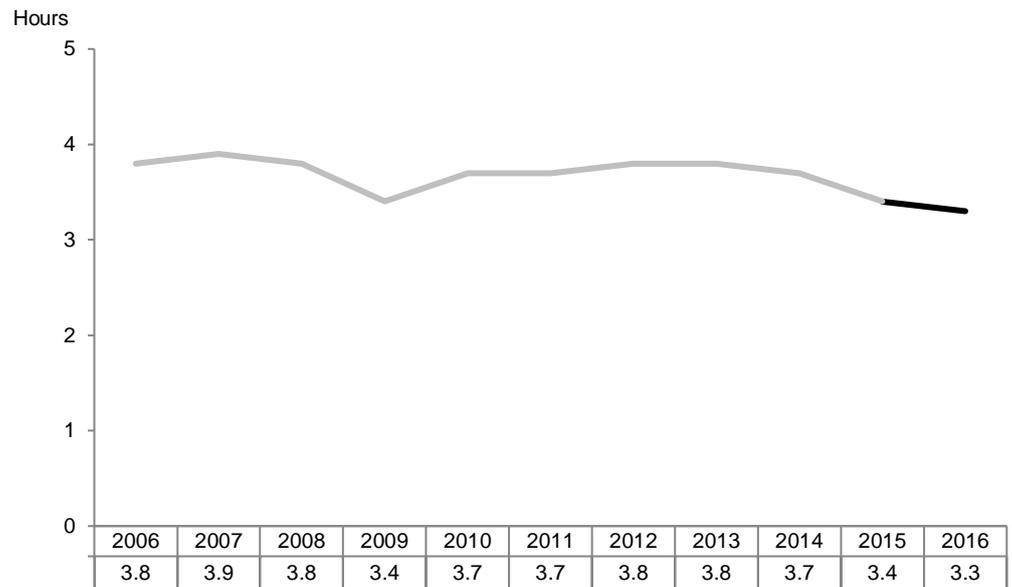
Chart 21 Annual Average Weekly Paid Hours Worked Per Employee



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) Annual figures are computed based on the simple averages of the four quarterly figures in the year.

Overtime

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

Notes:

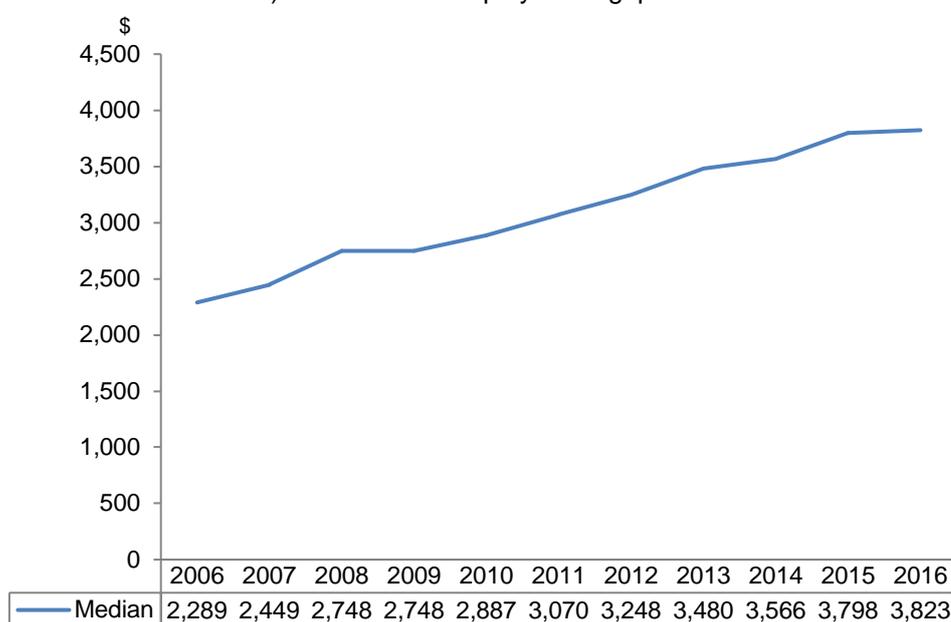
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Annual figures are computed based on the simple averages of the four quarterly figures in the year.

Income from Work

Real median income growth moderated in 2016

Median income grew at a slower pace during the weaker economic environment. Year-on-year, the nominal median income (including employer CPF contributions) of full-time employed Singaporeans rose by 0.7% to \$3,823 in 2016, or 1.3% in real terms (after adjusting for negative inflation⁷). This moderated from the increase of 6.5% (nominal) and 7.0% (real) in 2015⁸.

Chart 22 Median Gross Monthly Income From Work (Including Employer CPF Contributions) Of Full-Time Employed Singapore Citizens



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

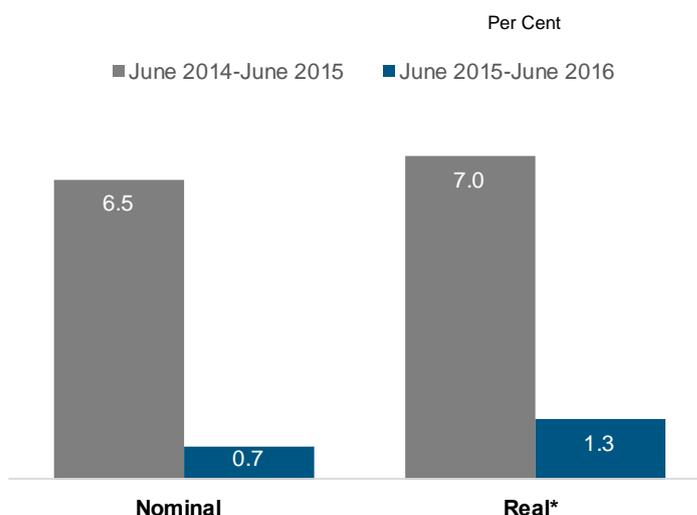
Notes:

- (1) Income from work includes employer CPF contributions for employees.
- (2) For data in this chart, adjusted figures for 2007 are the same as the original figures.
- (3) Data exclude full-time National Servicemen.

⁷ The Consumer Price Index (CPI) for all items fell by 0.5% in 2016.

⁸ Real median income growth adjusted using CPI less imputed rentals on owner-occupied accommodation, which relates more directly to the actual spending of households, was 0.5% in 2016, lower than the 6.4% in 2015.

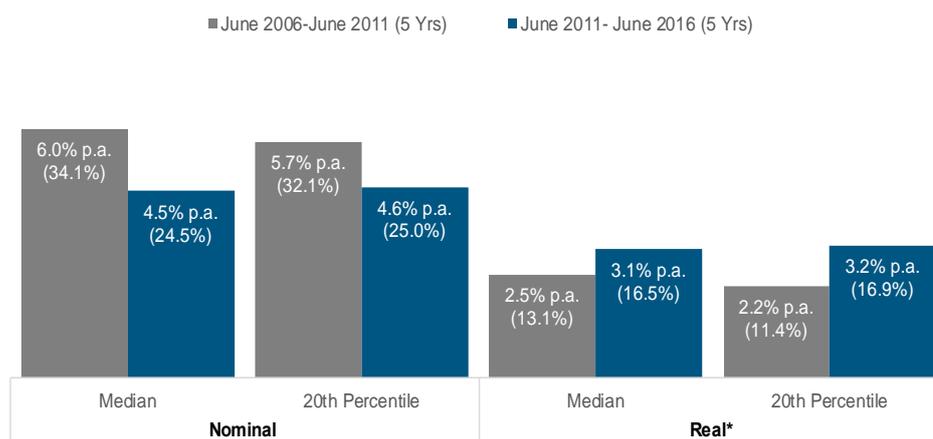
Chart 23 Year-On-Year Change In Median Gross Monthly Income From Work (Including Employer CPF Contributions) Of Full-Time Employed Singapore



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

From 2011 to 2016, there was sustained median income growth of 25% or 4.5% p.a. in nominal terms from \$3,070 to \$3,823, and 16% or 3.1% p.a. in real terms. Income at the 20th percentile of full-time employed Singaporeans also grew at a similar pace from \$1,617 in 2011 to \$2,021⁹ in 2016, unlike in the earlier five years when it grew at a slower rate than the median.

Chart 24 Annualised Change In Median Gross Monthly Income From Work (Including Employer CPF Contributions) Of Full-Time Employed Singapore Citizens



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

Notes:

- (1) Data exclude full-time National Servicemen.
- (2) *- Deflated by Consumer Price Index for all items at 2014 prices (2014 = 100)
- (3) Figures in brackets refer to cumulative change.

⁹ Excluding employer CPF contributions, the income of full-time employed Singaporeans at the 20th percentile was \$1,836 in June 2016.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	2014	2015	2016	Per Cent	
				Dec	
				2015	2016
TOTAL	2.7	2.8	3.0	2.4	2.7
GENDER					
Males	2.7	2.7	3.0	2.4	2.8
Females	2.9	2.9	3.0	2.4	2.6
AGE GROUP (YEARS)					
Below 30	5.2	5.1	5.0	4.3	4.6
30 - 39	2.2	1.9	2.3	1.6	1.8
40 & Over	2.2	2.3	2.6	2.0	2.4
40 - 49	2.1	2.4	2.4	2.1	2.0
50 & Over	2.3	2.4	2.7	2.0	2.8
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.5	2.4	2.3	2.4
Secondary	2.8	2.7	3.1	2.0	3.0
Post-Secondary (Non-Tertiary)	2.7	3.0	3.2	2.7	3.4
Diploma & Professional Qualification	2.9	2.9	3.1	2.6	2.9
Degree	2.9	2.8	3.1	2.4	2.4

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.

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2014	2015	2016	Dec	
				2015	2016
TOTAL	61.2	62.5	67.4	54.3	62.1
GENDER					
Males	31.8	33.2	36.2	30.0	34.7
Females	29.4	29.2	31.2	24.3	27.4
AGE GROUP (YEARS)					
Below 30	22.1	22.2	21.8	19.6	20.4
30 - 39	11.5	9.9	11.9	8.5	9.5
40 & Over	27.7	30.4	33.7	26.2	32.3
40 - 49	11.4	12.6	12.8	11.3	10.6
50 & Over	16.3	17.8	20.9	14.9	21.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	11.1	10.6	10.1	10.2	10.4
Secondary	11.6	11.3	12.3	8.4	12.1
Post-Secondary (Non-Tertiary)	6.4	7.4	7.5	6.2	7.6
Diploma & Professional Qualification	12.1	12.5	13.2	11.0	12.3
Degree	20.1	20.6	24.2	18.4	19.7

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.

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	Per Cent				
	2014	2015	2016	Dec	
				2015	2016
TOTAL	0.6	0.6	0.8	0.5	0.7
GENDER					
Males	0.6	0.6	0.9	0.5	0.8
Females	0.5	0.5	0.6	0.5	0.6
AGE GROUP (YEARS)					
Below 30	0.5	0.5	0.6	0.3	0.6
30 - 39	0.4	0.5	0.6	0.5	0.5
40 & Over	0.6	0.7	0.9	0.6	0.9
40 - 49	0.5	0.7	0.8	0.7	0.7
50 & Over	0.8	0.7	1.0	0.6	1.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.5	0.4	0.6	0.4	0.6
Secondary	0.5	0.5	0.7	0.6	0.7
Post-Secondary (Non-Tertiary)	0.6	0.6	0.6	0.4	0.8
Diploma & Professional Qualification	0.5	0.5	0.7	0.5	0.8
Degree	0.6	0.8	1.0	0.6	0.8

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	2014	2015	2016	Dec	
				2015	2016
TOTAL	12.1	12.7	17.0	11.4	16.6
GENDER					
Males	7.5	7.6	10.6	6.5	10.5
Females	4.5	5.1	6.3	4.9	6.1
AGE GROUP (YEARS)					
Below 30	2.0	1.9	2.4	1.2	2.5
30 - 39	1.8	2.2	2.9	2.5	2.8
40 & Over	8.2	8.5	11.7	7.8	11.3
40 - 49	2.7	3.5	4.3	3.5	3.6
50 & Over	5.6	5.0	7.4	4.2	7.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.2	1.8	2.6	1.7	2.8
Secondary	2.2	2.2	2.9	2.4	2.8
Post-Secondary (Non-Tertiary)	1.2	1.4	1.2	1.0	1.7
Diploma & Professional Qualification	2.1	2.0	2.9	1.9	3.2
Degree	4.3	5.4	7.3	4.4	6.1

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 2016
	2014	2015	2016	2015	2016				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	130.1	32.3	16.8	16.1	13.0	4.2	-2.7	2.3	3 673.1
C10-32 MANUFACTURING	-4.4	-22.1	-15.5	-6.5	-1.9	-3.4	-3.6	-6.5	498.4
C10-12 Food, Beverages & Tobacco	2.0	2.8	1.2	0.5	0.4	-0.1	0.4	0.5	46.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	-0.6	-2.7	-1.9	-0.6	-0.4	-0.6	-0.4	-0.6	32.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	-3.1	-4.6	5.5	-0.9	2.1	2.6	0.3	0.5	63.1
C25,28 Fabricated Metal Products, Machinery & Equipment	0.3	-5.5	-7.1	-1.8	-1.4	-1.8	-1.7	-2.2	96.6
C26 Electronic, Computer & Optical Products	-0.9	-1.7	-3.0	-0.7	-1.6	-1.4	-0.3	0.3	84.3
C29-30 Transport Equipment	-3.4	-11.4	-9.2	-3.3	-0.7	-1.5	-1.8	-5.2	112.8
Other Manufacturing Industries	1.4	1.0	-0.8	0.2	-0.3	-0.6	-	0.1	62.8
F41-43 CONSTRUCTION	14.3	8.6	-11.5	0.9	1.9	0.2	-5.3	-8.3	488.5
G-U SERVICES	119.7	45.5	44.2	21.5	13.2	7.6	6.3	17.1	2 659.4
G46-47 WHOLESALE AND RETAIL TRADE	20.5	-9.4	0.8	4.4	-0.7	-1.1	-0.9	3.6	491.5
G46 Wholesale Trade	10.5	-1.5	-0.6	1.0	-	0.1	-0.2	-0.4	325.0
G47 Retail Trade	10.0	-7.9	1.4	3.3	-0.7	-1.2	-0.7	4.0	166.5
H49-53 TRANSPORTATION AND STORAGE	7.5	3.1	4.1	0.5	1.8	1.7	0.7	-0.1	241.2
H49,5221 Land Transport & Supporting Services	2.8	2.5	4.4	0.9	1.4	1.5	0.8	0.6	97.4
H50,5222, 5225 Water Transport & Supporting Services	2.2	-	-0.9	-0.5	-0.1	-0.1	-0.3	-0.3	50.3
H51,5223 Air Transport & Supporting Services	-0.3	0.4	-1.1	-0.2	-	0.1	-	-1.3	28.0
Other Transportation & Storage Services	2.8	0.2	1.7	0.2	0.4	0.2	0.1	0.9	65.4
I55-56 ACCOMMODATION AND FOOD SERVICES	9.1	4.8	6.0	4.4	-	0.6	0.7	4.7	246.6
I55 Accommodation	-0.1	-0.3	-0.9	-0.3	-0.4	-0.4	0.6	-0.7	34.1
I56 Food & Beverage Services	9.2	5.2	6.9	4.7	0.3	1.0	0.1	5.4	212.5
J58-63 INFORMATION AND COMMUNICATIONS	6.4	5.4	2.2	0.4	0.9	0.2	1.0	-	127.5
J58-61 Telecommunications, Broadcasting & Publishing	1.3	0.1	-1.2	0.1	-0.1	-0.3	-0.3	-0.5	39.9
J62-63 IT & Other Information Services	5.1	5.3	3.4	0.3	1.0	0.5	1.4	0.5	87.6
K64-66 FINANCIAL AND INSURANCE SERVICES	9.3	4.5	2.8	0.8	1.9	-2.6	0.4	3.1	204.3
K64 & 66 (excl.662) Financial Services	6.1	3.9	1.4	0.8	1.6	-3.0	0.2	2.6	168.7
K65 & 662 Insurance Services	3.2	0.6	1.4	0.1	0.3	0.4	0.2	0.5	35.6
L68 REAL ESTATE SERVICES	6.9	-5.1	0.2	0.7	1.0	-0.9	-0.1	0.2	90.8
M69-75 PROFESSIONAL SERVICES	14.0	7.7	3.8	0.4	0.2	3.2	1.2	-0.8	247.7
M69-70 Legal, Accounting & Management Services	8.1	10.5	5.9	0.9	0.9	3.5	2.0	-0.5	130.6
M71 Architectural & Engineering Services	0.3	-1.5	-2.5	-0.2	-0.6	-0.9	-0.5	-0.5	60.7
Other Professional Services	5.5	-1.2	0.4	-0.4	-0.1	0.5	-0.3	0.2	56.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	13.6	12.3	4.2	3.6	-0.4	1.4	0.6	2.6	217.4
N80 Security & Investigation	2.6	2.2	1.6	0.4	0.5	0.8	0.4	-0.1	43.9
N81 Cleaning & Landscaping	3.3	7.4	2.2	0.7	0.6	0.9	0.4	0.3	59.9
Other Administrative & Support Services	7.7	2.8	0.4	2.6	-1.5	-0.3	-0.2	2.3	113.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	32.4	22.4	20.2	6.2	8.6	5.1	2.8	3.7	792.3
O84,P85 Public Administration & Education	8.9	4.9	6.3	2.2	2.7	1.6	0.7	1.3	245.3
Q86-88 Health & Social Services	8.5	7.3	5.8	1.6	1.6	1.4	1.4	1.4	142.6
R90-93 Arts, Entertainment & Recreation	2.1	0.6	-0.5	0.3	0.1	0.1	-0.9	0.1	55.5
S,T,U Other Community, Social & Personal Services	12.9	9.6	8.7	2.2	4.1	2.0	1.6	1.0	349.0
A,B,D,E,V OTHERS*	0.5	0.3	-0.4	0.2	-0.2	-0.2	-0.1	0.1	26.9

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

	2014	2015	2016	2015	2016			
				4Q	1Q	2Q	3Q	4Q
TOTAL	12 930	15 580	19 170	5 370	4 710	4 800	4 220	5 440
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	3 970	5 210	6 280	2 480	1 790	1 380	1 120	1 990
C10-12 Food, Beverages & Tobacco	120	80	330	50	180	50	70	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	150	570	410	120	160	130	30	90
C19-21 Petroleum, Chemical & Pharmaceutical Products	170	320	360	200	140	60	30	130
C25,28 Fabricated Metal Products, Machinery & Equipment	1 330	1 680	2 360	730	530	540	500	790
C26 Electronic, Computer & Optical Products	1 300	1 690	1 670	1 140	500	340	180	660
C29-30 Transport Equipment	460	670	760	180	240	130	160	240
Other Manufacturing Industries	460	200	390	50	40	130	150	70
F41-43 CONSTRUCTION	1 690	1 780	1 920	520	390	350	600	580
G-U SERVICES	7 260	8 510	10 880	2 360	2 530	3 000	2 510	2 840
G46-47 WHOLESALE AND RETAIL TRADE	2 190	2 180	2 380	590	550	820	470	550
G46 Wholesale Trade	1 490	2 150	2 200	590	510	730	440	510
G47 Retail Trade	700	30	180	-	30	80	30	40
H49-53 TRANSPORTATION AND STORAGE	470	690	870	250	230	230	120	280
H49,5221 Land Transport & Supporting Services	-	60	10	-	-	-	-	-
H50,5222,5225 Water Transport & Supporting Services	210	280	490	180	170	80	90	140
H51,5223 Air Transport & Supporting Services	20	110	160	10	10	90	-	50
Other Transportation & Storage Services	240	250	220	70	50	60	30	80
I55-56 ACCOMMODATION AND FOOD SERVICES	380	200	350	60	100	20	200	20
I55 Accommodation	240	10	70	-	-	-	60	10
I56 Food & Beverage Services	140	190	280	60	100	20	140	10
J58-63 INFORMATION AND COMMUNICATIONS	790	710	970	150	410	150	160	260
J58-61 Telecommunications, Broadcasting & Publishing	350	280	570	50	300	60	60	150
J62-63 IT & Other Information Services	440	430	400	110	110	80	100	110
K64-66 FINANCIAL AND INSURANCE SERVICES	1 350	1 760	2 310	480	470	540	650	640
K64 & 66 (excl.662) Financial Services	1 280	1 710	2 210	450	430	520	640	630
K65 & 662 Insurance Services	60	50	90	30	50	30	10	10
L68 REAL ESTATE SERVICES	90	50	90	20	10	20	10	40
M69-75 PROFESSIONAL SERVICES	1 520	2 290	2 730	690	620	730	670	720
M69-70 Legal, Accounting & Management Services	1 030	1 180	1 410	340	310	370	300	430
M71 Architectural & Engineering Services	350	940	1 040	300	250	310	280	200
Other Professional Services	140	170	280	40	60	60	80	80
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	360	400	350	50	90	60	110	100
N80 Security & Investigation	110	70	20	-	-	-	20	-
N81 Cleaning & Landscaping	10	50	60	10	40	20	-	-
Other Administrative & Support Services	230	280	270	30	50	40	90	90
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	130	230	850	80	60	430	120	240
O84,P85 Public Administration & Education	40	40	50	20	-	10	20	20
Q86-88 Health & Social Services	20	90	40	40	20	-	10	10
R90-93 Arts, Entertainment & Recreation	20	10	500	-	10	400	90	10
S,T,U Other Community, Social & Personal Services	50	80	260	20	30	20	-	200
A,B,D,E,V OTHERS*	10	80	100	20	-	70	-	20
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6 530	8 550	10 890	2 750	2 680	2 640	2 390	3 180
Clerical, Sales & Service Workers	1 860	1 550	2 100	490	400	800	540	350
Production & Transport Operators, Cleaners & Labourers	4 540	5 480	6 190	2 140	1 620	1 360	1 290	1 910

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, 2016

Number of Workers

Industry (SSIC 2010)	Reasons For Redundancy							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	6 580	4 790	7 800	9 600	1 370	1 090	320	19 170	10 890	2 100	6 190
C10-32 MANUFACTURING	3 010	1 450	2 610	2 200	1 120	70	-	6 280	2 800	370	3 120
C10-12 Food, Beverages & Tobacco	30	20	350	110	160	-	-	330	110	20	200
C17,18,22 Paper / Rubber / Plastic Products & Printing	120	100	90	210	110	-	-	410	80	30	300
C19-21 Petroleum, Chemical & Pharmaceutical Products	110	30	140	90	10	-	-	360	240	10	110
C25,28 Fabricated Metal Products, Machinery & Equipment	1 730	800	1 050	490	60	10	-	2 360	1 060	170	1 130
C26 Electronic, Computer & Optical Products	170	90	460	1 000	730	-	-	1 670	1 080	90	510
C29-30 Transport Equipment	620	340	390	140	50	10	-	760	140	30	590
Other Manufacturing Industries	250	60	140	160	-	50	-	390	90	20	270
F41-43 CONSTRUCTION	1 070	960	1 060	200	20	410	70	1 920	230	80	1 610
G-U SERVICES	2 470	2 310	4 140	7 170	230	610	250	10 880	7 810	1 650	1 420
G46-47 WHOLESALE AND RETAIL TRADE	610	310	790	1 730	70	50	20	2 380	1 620	310	450
G46 Wholesale Trade	570	300	690	1 650	60	50	20	2 200	1 550	270	380
G47 Retail Trade	40	10	100	80	-	-	-	180	70	40	60
H49-53 TRANSPORTATION AND STORAGE	380	110	140	490	-	120	30	870	430	180	260
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	10	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	310	60	100	250	-	50	30	490	320	40	120
H51,5223 Air Transport & Supporting Services	-	-	-	110	-	50	-	160	-	100	50
Other Transportation & Storage Services	60	50	30	130	-	20	-	220	100	30	80
I55-56 ACCOMMODATION AND FOOD SERVICES	10	160	130	40	20	30	120	350	70	190	80
I55 Accommodation	-	-	-	-	-	20	50	70	10	30	30
I56 Food & Beverage Services	10	160	130	40	20	-	70	280	60	160	50
J58-63 INFORMATION AND COMMUNICATIONS	90	40	530	670	30	30	-	970	910	50	10
J58-61 Telecommunications, Broadcasting & Publishing	50	20	440	330	30	10	-	570	550	20	-
J62-63 IT & Other Information Services	50	20	90	340	-	20	-	400	360	30	10
K64-66 FINANCIAL AND INSURANCE SERVICES	130	160	1 160	2 250	90	70	-	2 310	2 090	210	-
K64 & 66 (excl.662) Financial Services	130	140	1 160	2 180	80	70	-	2 210	2 010	200	-
K65 & 662 Insurance Services	-	30	-	70	10	-	-	90	80	10	-
L68 REAL ESTATE SERVICES	30	10	-	50	-	20	10	90	60	20	-
M69-75 PROFESSIONAL SERVICES	1 010	670	1 030	1 770	10	100	30	2 730	2 330	150	250
M69-70 Legal, Accounting & Management Services	230	170	790	1 330	-	40	10	1 410	1 200	70	140
M71 Architectural & Engineering Services	750	420	210	280	-	40	-	1 040	890	70	70
Other Professional Services	40	80	30	160	-	20	20	280	230	10	40
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	190	170	110	80	-	10	20	350	130	70	160
N80 Security & Investigation	-	-	-	-	-	-	20	20	-	20	-
N81 Cleaning & Landscaping	10	50	10	-	-	10	-	60	-	-	60
Other Administrative & Support Services	180	120	110	80	-	10	-	270	120	50	100
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	20	690	240	110	-	190	20	850	170	470	210
O84,P85 Public Administration & Education	-	10	-	40	-	-	-	50	40	-	10
Q86-88 Health & Social Services	-	10	10	40	-	-	-	40	20	20	-
R90-93 Arts, Entertainment & Recreation	-	450	20	10	-	-	20	500	100	390	10
S,T,U Other Community, Social & Personal Services	10	220	220	20	-	190	-	260	10	50	190
A,B,D,E,V OTHERS**	30	70	-	30	-	-	-	100	50	10	40

* 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	2016	2015	2016			
				4Q	1Q	2Q	3Q	4Q
TOTAL	10 910	13 440	16 810	4 850	4 090	4 400	3 520	4 810
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	3 350	4 790	5 620	2 340	1 550	1 250	950	1 860
C10-12 Food, Beverages & Tobacco	120	80	290	50	150	50	70	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	150	560	360	110	120	130	30	80
C19-21 Petroleum, Chemical & Pharmaceutical Products	160	310	360	190	140	60	30	130
C25,28 Fabricated Metal Products, Machinery & Equipment	1 060	1 450	2 210	660	520	500	460	720
C26 Electronic, Computer & Optical Products	1 290	1 680	1 670	1 140	490	340	180	660
C29-30 Transport Equipment	280	530	480	140	90	110	90	190
Other Manufacturing Industries	290	180	260	50	40	60	90	60
F41-43 CONSTRUCTION	990	770	870	260	150	210	250	260
G-U SERVICES	6 560	7 800	10 230	2 230	2 380	2 870	2 310	2 670
G46-47 WHOLESALE AND RETAIL TRADE	2 090	2 100	2 310	570	520	800	450	540
G46 Wholesale Trade	1 390	2 080	2 130	570	490	720	420	500
G47 Retail Trade	700	30	170	-	30	80	20	40
H49-53 TRANSPORTATION AND STORAGE	390	510	720	190	200	210	100	210
H49,5221 Land Transport & Supporting Services	-	40	-	-	-	-	-	-
H50,5222,5225 Water Transport & Supporting Services	190	200	430	120	140	80	70	140
H51,5223 Air Transport & Supporting Services	20	70	110	-	10	90	-	-
Other Transportation & Storage Services	180	190	190	60	50	40	30	70
I55-56 ACCOMMODATION AND FOOD SERVICES	370	190	320	60	80	20	200	20
I55 Accommodation	240	10	70	-	-	-	60	10
I56 Food & Beverage Services	120	180	250	60	80	20	140	10
J58-63 INFORMATION AND COMMUNICATIONS	570	620	910	150	400	140	140	240
J58-61 Telecommunications, Broadcasting & Publishing	350	280	530	50	300	60	40	130
J62-63 IT & Other Information Services	230	350	380	100	100	80	100	100
K64-66 FINANCIAL AND INSURANCE SERVICES	1 330	1 700	2 290	480	460	540	650	640
K64 & 66 (excl.662) Financial Services	1 270	1 660	2 200	450	420	510	630	630
K65 & 662 Insurance Services	50	50	90	30	50	30	10	10
L68 REAL ESTATE SERVICES	90	50	70	20	10	20	10	30
M69-75 PROFESSIONAL SERVICES	1 410	2 150	2 600	660	590	690	630	700
M69-70 Legal, Accounting & Management Services	1 020	1 170	1 380	340	300	360	280	430
M71 Architectural & Engineering Services	270	820	960	280	240	280	260	190
Other Professional Services	130	160	260	40	50	50	80	80
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	220	270	230	40	70	50	30	70
N80 Security & Investigation	80	70	-	-	-	-	-	-
N81 Cleaning & Landscaping	10	30	50	10	30	20	-	-
Other Administrative & Support Services	130	170	180	30	40	40	30	70
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	100	210	770	70	50	400	110	220
O84,P85 Public Administration & Education	20	40	40	20	-	10	10	10
Q86-88 Health & Social Services	20	80	30	40	10	-	10	10
R90-93 Arts, Entertainment & Recreation	20	10	480	-	10	380	90	10
S,T,U Other Community, Social & Personal Services	50	80	230	20	30	10	-	200
A,B,D,E,V OTHERS*	10	80	100	20	-	70	-	20
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 990	8 140	10 490	2 690	2 590	2 580	2 230	3 080
Clerical, Sales & Service Workers	1 710	1 500	1 940	470	350	750	500	330
Production & Transport Operators, Cleaners & Labourers	3 210	3 800	4 390	1 690	1 140	1 070	790	1 390

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							
		2014	2015	2016	2015	2016			
					4Q	1Q	2Q	3Q	4Q
	TOTAL	2 020	2 140	2 360	520	620	400	710	630
	INDUSTRY (SSIC 2010)								
C10-32	MANUFACTURING	620	430	660	140	240	130	160	130
C10-12	Food, Beverages & Tobacco	-	10	40	-	30	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	10	50	10	50	-	-	10
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	10	-	10	-	-	-	-
C25,28	Fabricated Metal Products, Machinery & Equipment	270	230	150	70	10	40	40	70
C26	Electronic, Computer & Optical Products	-	10	10	-	-	-	-	-
C29-30	Transport Equipment	170	140	280	50	150	20	70	50
	Other Manufacturing Industries	170	20	130	-	-	70	50	10
F41-43	CONSTRUCTION	700	1 010	1 050	250	230	140	350	320
G-U	SERVICES	700	710	650	130	150	130	200	170
G46-47	WHOLESALE AND RETAIL TRADE	100	80	70	20	30	10	20	10
G46	Wholesale Trade	100	80	70	20	20	10	20	10
G47	Retail Trade	-	-	10	-	10	-	-	-
H49-53	TRANSPORTATION AND STORAGE	80	180	150	60	40	20	30	70
H49,5221	Land Transport & Supporting Services	-	10	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	10	80	60	50	40	-	20	-
H51,5223	Air Transport & Supporting Services	-	40	50	-	-	-	-	50
	Other Transportation & Storage Services	60	50	30	10	-	10	-	10
I55-56	ACCOMMODATION AND FOOD SERVICES	20	10	30	10	10	10	10	-
I55	Accommodation	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	20	10	30	10	10	10	10	-
J58-63	INFORMATION AND COMMUNICATIONS	210	90	50	-	10	10	20	20
J58-61	Telecommunications, Broadcasting & Publishing	10	-	30	-	-	-	20	20
J62-63	IT & Other Information Services	210	90	20	-	10	10	-	10
K64-66	FINANCIAL AND INSURANCE SERVICES	20	60	20	-	10	-	-	-
K64 & 66 (excl.662)	Financial Services	10	60	20	-	10	-	-	-
K65 & 662	Insurance Services	10	-	-	-	-	-	-	-
L68	REAL ESTATE SERVICES	-	-	10	-	-	-	-	10
M69-75	PROFESSIONAL SERVICES	110	140	130	30	30	50	40	20
M69-70	Legal, Accounting & Management Services	20	10	30	10	-	10	20	10
M71	Architectural & Engineering Services	90	120	80	20	10	30	20	10
	Other Professional Services	10	10	20	-	10	10	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	140	130	120	-	10	-	70	30
N80	Security & Investigation	40	-	20	-	-	-	20	-
N81	Cleaning & Landscaping	-	20	10	-	10	-	-	-
	Other Administrative & Support Services	100	110	90	-	10	-	60	20
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	30	70	10	10	40	10	20
O84,P85	Public Administration & Education	20	-	10	-	-	-	10	10
Q86-88	Health & Social Services	-	20	10	10	10	-	-	-
R90-93	Arts, Entertainment & Recreation	-	-	20	-	-	20	-	-
S,T,U	Other Community, Social & Personal Services	-	10	30	-	-	20	-	10
A,B,D,E,V	OTHERS*	-	-	-	-	-	-	-	-
	OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians	550	420	400	60	90	60	160	100
	Clerical, Sales & Service Workers	140	50	160	20	50	50	40	20
	Production & Transport Operators, Cleaners & Labourers	1 330	1 670	1 800	440	480	290	510	510

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

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

- : nil or negligible

Notes :

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

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

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

	Number of Workers							
	2014	2015	2016	2015	2016			
				4Q	1Q	2Q	3Q	4Q
<u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	260	810	950	810	920	730	1 000	1 160
SECTOR								
Manufacturing	130	530	600	580	530	450	710	710
Construction	100	170	110	60	140	90	70	150
Services	30	110	240	180	260	200	220	300
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	40	260	260	290	200	210	290	340
Clerical, Sales & Service Workers	10	50	100	100	80	70	110	140
Production & Transport Operators, Cleaners & Labourers	210	500	590	420	640	450	600	680
<u>WORKERS ON SHORT WORK-WEEK</u>								
TOTAL	150	660	820	760	810	650	890	930
SECTOR								
Manufacturing	120	490	570	570	530	430	650	690
Construction	20	80	40	20	50	20	40	50
Services	20	90	200	170	240	190	200	190
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	30	250	230	290	200	200	240	280
Clerical, Sales & Service Workers	10	50	90	100	70	60	100	120
Production & Transport Operators, Cleaners & Labourers	120	370	500	370	540	390	540	530
<u>WORKERS ON TEMPORARY LAY-OFF</u>								
TOTAL	100	150	130	50	110	80	120	230
SECTOR								
Manufacturing	10	40	30	10	-	20	70	20
Construction	80	100	70	40	90	60	20	100
Services	10	10	40	-	20	10	30	110
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	10	30	-	-	20	50	60
Clerical, Sales & Service Workers	-	-	10	-	10	10	10	20
Production & Transport Operators, Cleaners & Labourers	90	140	90	50	100	60	60	150

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 BY GENDER, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP PRIOR TO REDUNDANCY

Characteristics	Per Cent							
	2014	2015	2016	2015	2016			
				4Q	1Q	2Q	3Q	4Q
TOTAL	54.6	54.3	47.9	50.5	45.6	45.0	49.2	51.9
GENDER								
Males	51.6	52.2	45.3	47.7	44.4	41.2	47.9	47.5
Females	57.9	56.9	51.3	54.7	47.1	49.7	51.0	57.2
AGE GROUP (YEARS)								
Below 30	66.4	68.3	61.2	65.3	63.3	47.6	65.1	68.8
30 - 39	60.0	59.5	55.2	57.2	51.6	51.2	58.9	59.0
40 & Over	50.8	50.1	43.2	45.5	40.9	42.3	43.0	46.6
40 - 49	51.7	52.2	46.2	49.5	44.7	42.7	47.6	49.7
50 & Over	49.9	47.7	40.0	40.5	36.6	42.0	37.8	43.5
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	63.0	63.9	57.0	50.0	49.8	56.9	59.4	61.9
Secondary	63.8	61.7	53.0	55.2	46.9	49.0	52.6	63.6
Post-Secondary (Non-Tertiary)	60.9	54.8	47.9	58.1	41.2	50.9	52.7	46.7
Diploma & Professional Qualification	56.8	55.0	46.7	54.8	44.1	41.3	47.0	54.4
Degree	45.6	47.0	42.5	46.3	41.7	40.1	44.2	43.9
OCCUPATIONAL GROUP PRIOR TO REDUNDANCY								
Professionals, Managers, Executives & Technicians	48.6	49.0	43.9	48.3	42.5	39.6	47.2	46.1
Clerical, Sales & Service Workers	67.1	70.0	58.4	63.0	55.0	57.1	49.6	71.8
Production & Transport Operators, Cleaners & Labourers	66.1	61.4	56.0	52.7	49.8	58.2	58.0	58.1

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

	2014	2015	2016	Dec	
				2015	2016
TOTAL	63.3	59.3	49.5	50.6	44.5
INDUSTRY (SSIC 2010)					
C10-32 MANUFACTURING	8.5	7.0	5.8	6.5	5.2
C10-12 Food, Beverages & Tobacco	0.8	0.8	0.6	0.8	0.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	0.4	0.3	0.2	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	0.5	0.4	0.5	0.4
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	1.4	1.0	1.1	0.7
C26 Electronic, Computer & Optical Products	2.1	2.0	1.9	1.5	2.3
C29-30 Transport Equipment	1.7	1.2	0.8	1.7	0.6
Other Manufacturing Industries	0.7	0.7	0.7	0.7	0.5
F41-43 CONSTRUCTION	3.6	2.9	2.0	1.9	1.6
G-U SERVICES	50.7	48.9	41.3	41.7	37.4
G46-47 WHOLESALE AND RETAIL TRADE	7.9	7.2	6.2	6.3	5.9
G46 Wholesale Trade	4.1	4.0	2.8	3.0	2.4
G47 Retail Trade	3.9	3.3	3.4	3.3	3.5
H49-53 TRANSPORTATION AND STORAGE	4.2	3.8	2.9	3.1	2.2
H49,5221 Land Transport & Supporting Services	1.1	0.9	0.7	0.7	0.3
H50,5222, 5225 Water Transport & Supporting Services	0.8	0.5	0.3	0.3	0.2
H51,5223 Air Transport & Supporting Services	0.9	1.0	0.7	0.8	0.6
Other Transportation & Storage Services	1.4	1.4	1.2	1.2	1.1
I55-56 ACCOMMODATION AND FOOD SERVICES	7.4	7.2	5.7	6.1	4.9
I55 Accommodation	1.8	1.8	1.6	1.7	1.6
I56 Food & Beverage Services	5.6	5.4	4.0	4.4	3.3
J58-63 INFORMATION AND COMMUNICATIONS	2.4	2.8	2.9	2.5	2.7
J58-61 Telecommunications, Broadcasting & Publishing	0.6	0.7	0.9	0.8	0.8
J62-63 IT & Other Information Services	1.8	2.0	2.0	1.7	1.9
K64-66 FINANCIAL AND INSURANCE SERVICES	3.8	3.7	3.2	3.7	3.4
K64 & 66 (excl.662) Financial Services	3.4	3.3	2.8	3.2	2.9
K65 & 662 Insurance Services	0.4	0.4	0.5	0.4	0.4
L68 REAL ESTATE SERVICES	2.3	2.2	1.6	1.9	1.3
M69-75 PROFESSIONAL SERVICES	3.5	4.1	3.3	3.3	2.5
M69-70 Legal, Accounting & Management Services	1.9	2.5	1.9	1.9	1.7
M71 Architectural & Engineering Services	0.9	0.8	0.7	0.8	0.5
Other Professional Services	0.7	0.8	0.7	0.6	0.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.4	5.3	4.9	4.8	4.8
N80 Security & Investigation	2.0	2.4	2.3	2.4	2.2
N81 Cleaning & Landscaping	1.8	1.6	1.4	1.3	1.4
Other Administrative & Support Services	1.6	1.3	1.2	1.2	1.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	13.7	12.6	10.8	10.2	9.7
O84,P85 Public Administration & Education	6.5	5.9	5.4	4.5	4.8
Q86-88 Health & Social Services	4.4	3.6	3.1	2.6	3.0
R90-93 Arts, Entertainment & Recreation	1.5	2.0	1.4	1.9	1.4
S,T,U Other Community, Social & Personal Services	1.2	1.1	0.8	1.1	0.5
A,B,D,E,V OTHERS*	0.5	0.5	0.4	0.4	0.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	28.4	28.6	25.0	23.9	23.2
Clerical, Sales & Service Workers	18.4	16.9	13.7	14.6	11.7
Production & Transport Operators, Cleaners & Labourers	16.5	13.9	10.9	12.1	9.7

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) 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				
				Dec				
				2015	2016			
				2014	2015	2016	2015	2016
TOTAL				3.0	2.8	2.3	2.4	2.2
INDUSTRY (SSIC 2010)								
C10-32	MANUFACTURING			2.1	1.8	1.6	1.7	1.4
C10-12	Food, Beverages & Tobacco			3.0	2.6	2.1	2.6	1.3
C17,18,22	Paper / Rubber / Plastic Products & Printing			2.2	1.6	1.3	1.1	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.8	1.8	1.6	1.6	1.5
C25,28	Fabricated Metal Products, Machinery & Equipment			2.1	1.4	1.1	1.1	0.9
C26	Electronic, Computer & Optical Products			2.5	2.3	2.4	1.9	2.9
C29-30	Transport Equipment			1.7	1.3	0.9	1.8	0.7
	Other Manufacturing Industries			1.9	1.9	1.9	1.8	1.3
F41-43	CONSTRUCTION			1.2	0.9	0.6	0.6	0.6
G-U	SERVICES			3.7	3.5	2.9	3.0	2.7
G46-47	WHOLESALE AND RETAIL TRADE			3.3	2.9	2.6	2.7	2.5
G46	Wholesale Trade			2.5	2.3	1.8	1.9	1.6
G47	Retail Trade			5.1	4.3	4.4	4.3	4.4
H49-53	TRANSPORTATION AND STORAGE			2.8	2.4	1.9	2.0	1.5
H49,5221	Land Transport & Supporting Services			3.3	2.4	1.8	2.0	0.9
H50,5222,5225	Water Transport & Supporting Services			2.2	1.3	0.9	0.9	0.6
H51,5223	Air Transport & Supporting Services			2.7	3.0	2.1	2.4	1.8
	Other Transportation & Storage Services			3.1	3.0	2.6	2.6	2.4
I55-56	ACCOMMODATION AND FOOD SERVICES			5.9	5.4	4.3	4.6	3.9
I55	Accommodation			7.5	7.3	6.7	6.9	6.7
I56	Food & Beverage Services			5.5	5.0	3.7	4.1	3.3
J58-63	INFORMATION AND COMMUNICATIONS			3.5	3.8	3.9	3.5	3.7
J58-61	Telecommunications, Broadcasting & Publishing			2.3	2.5	3.1	2.6	2.7
J62-63	IT & Other Information Services			4.3	4.8	4.5	4.2	4.5
K64-66	FINANCIAL AND INSURANCE SERVICES			2.9	2.8	2.4	2.7	2.5
K64 & 66 (excl.662)	Financial Services			2.9	2.8	2.4	2.8	2.5
K65 & 662	Insurance Services			2.8	2.5	2.6	2.4	2.6
L68	REAL ESTATE SERVICES			3.9	3.8	2.9	3.5	2.5
M69-75	PROFESSIONAL SERVICES			2.7	3.0	2.5	2.5	2.0
M69-70	Legal, Accounting & Management Services			3.0	3.8	3.0	2.9	2.7
M71	Architectural & Engineering Services			1.9	1.7	1.6	1.7	1.1
	Other Professional Services			3.3	3.5	3.1	2.7	2.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			4.5	3.9	3.3	3.4	3.3
N80	Security & Investigation			5.0	5.6	4.9	5.3	4.7
N81	Cleaning & Landscaping			4.3	3.3	2.5	2.4	2.5
	Other Administrative & Support Services			4.1	2.9	2.7	2.5	2.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			4.1	3.7	3.1	3.0	2.8
O84,P85	Public Administration & Education			3.9	3.4	3.0	2.6	2.7
Q86-88	Health & Social Services			4.8	3.8	3.1	2.8	3.0
R90-93	Arts, Entertainment & Recreation			3.8	4.8	3.5	4.7	3.6
S,T,U	Other Community, Social & Personal Services			4.1	3.5	2.7	3.7	1.8
A,B,D,E,V	OTHERS*			2.5	2.3	1.8	2.1	1.8
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			3.0	2.9	2.5	2.5	2.4
	Clerical, Sales & Service Workers			4.3	3.9	3.2	3.4	2.8
	Production & Transport Operators, Cleaners & Labourers			2.3	1.9	1.6	1.7	1.5

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

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

Notes :

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

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 2016

Industry (SSIC 2010)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	49.5	2.3	25.0	2.5	13.7	3.2	10.9	1.6
C10-32 MANUFACTURING	5.8	1.6	2.6	1.7	0.5	1.6	2.8	1.4
C10-12 Food, Beverages & Tobacco	0.6	2.1	0.1	1.4	0.3	3.1	0.3	1.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.3	0.1	1.2	-	-	0.2	1.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	1.6	0.3	1.6	-	-	0.1	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.0	1.1	0.4	1.3	0.1	0.8	0.5	1.1
C26 Electronic, Computer & Optical Products	1.9	2.4	0.9	2.2	-	-	0.9	2.8
C29-30 Transport Equipment	0.8	0.9	0.5	1.6	-	-	0.4	0.6
Other Manufacturing Industries	0.7	1.9	0.3	2.2	-	-	0.4	1.8
F41-43 CONSTRUCTION	2.0	0.6	0.7	1.2	0.2	1.1	1.1	0.5
G-U SERVICES	41.3	2.9	21.5	2.8	13.0	3.4	6.8	2.6
G46-47 WHOLESALE AND RETAIL TRADE	6.2	2.6	2.3	2.2	3.2	3.5	0.7	1.8
G46 Wholesale Trade	2.8	1.8	1.7	1.9	0.7	1.7	0.4	1.4
G47 Retail Trade	3.4	4.4	0.6	3.5	2.6	4.8	0.3	3.7
H49-53 TRANSPORTATION AND STORAGE	2.9	1.9	0.7	1.6	0.8	2.0	1.3	2.0
H49,5221 Land Transport & Supporting Services	0.7	1.8	0.1	1.3	0.2	3.8	0.4	1.5
H50,5222,5225 Water Transport & Supporting Services	0.3	0.9	0.2	1.0	-	-	0.1	0.9
H51,5223 Air Transport & Supporting Services	0.7	2.1	0.2	2.6	0.4	1.8	0.1	2.9
Other Transportation & Storage Services	1.2	2.6	0.3	1.9	0.2	2.3	0.7	3.2
I55-56 ACCOMMODATION AND FOOD SERVICES	5.7	4.3	0.8	3.1	3.4	4.3	1.4	5.5
I55 Accommodation	1.6	6.7	0.3	4.0	0.8	8.3	0.5	7.3
I56 Food & Beverage Services	4.0	3.7	0.5	2.8	2.6	3.7	0.9	4.8
J58-63 INFORMATION AND COMMUNICATIONS	2.9	3.9	2.6	4.1	0.2	2.8	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.9	3.1	0.8	3.2	0.1	2.5	-	-
J62-63 IT & Other Information Services	2.0	4.5	1.9	4.7	0.1	3.5	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	3.2	2.4	2.9	2.4	0.3	2.1	-	-
K64 & 66 (excl.662) Financial Services	2.8	2.4	2.6	2.4	0.2	2.0	-	-
K65 & 662 Insurance Services	0.5	2.6	0.4	2.6	0.1	2.4	-	-
L68 REAL ESTATE SERVICES	1.6	2.9	0.5	2.3	0.3	3.6	0.7	3.1
M69-75 PROFESSIONAL SERVICES	3.3	2.5	2.7	2.7	0.4	2.6	0.3	1.4
M69-70 Legal, Accounting & Management Services	1.9	3.0	1.5	3.0	0.3	3.1	0.1	1.9
M71 Architectural & Engineering Services	0.7	1.6	0.5	1.8	-	-	0.2	1.2
Other Professional Services	0.7	3.1	0.6	3.2	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.9	3.3	0.8	3.2	2.3	4.3	1.7	2.6
N80 Security & Investigation	2.3	4.9	0.1	4.7	2.1	5.0	-	-
N81 Cleaning & Landscaping	1.4	2.5	-	-	-	-	1.3	2.7
Other Administrative & Support Services	1.2	2.7	0.6	3.3	0.2	2.2	0.3	2.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.8	3.1	8.1	3.2	2.0	2.8	0.7	3.1
O84,P85 Public Administration & Education	5.4	3.0	5.1	3.2	0.3	1.7	0.1	1.5
Q86-88 Health & Social Services	3.1	3.1	2.2	3.2	0.7	3.0	0.2	3.8
R90-93 Arts, Entertainment & Recreation	1.4	3.5	0.6	3.8	0.7	3.2	0.2	3.7
S,T,U Other Community, Social & Personal Services	0.8	2.7	0.3	2.2	0.3	3.1	0.2	3.3
A,B,D,E,V OTHERS*	0.4	1.8	0.2	1.5	-	-	0.2	2.0

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				
				4Q				
				2015	2016			
				2014	2015	2016	2015	2016
	TOTAL			2.6	2.4	2.2	2.2	2.0
	INDUSTRY (SSIC 2010)							
C10-32	MANUFACTURING			1.8	1.6	1.6	1.2	1.3
C10-12	Food, Beverages & Tobacco			3.1	3.2	2.9	2.9	2.7
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.8	1.8	1.6	1.4	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.8	1.4	1.3	1.0	1.2
C25,28	Fabricated Metal Products, Machinery & Equipment			1.9	1.5	1.4	1.0	1.1
C26	Electronic, Computer & Optical Products			1.7	1.6	1.6	1.0	1.5
C29-30	Transport Equipment			1.3	1.1	1.2	0.8	0.9
	Other Manufacturing Industries			2.0	1.8	1.8	1.5	1.3
F41-43	CONSTRUCTION			2.6	2.5	2.1	2.3	1.9
G-U	SERVICES			2.8	2.6	2.4	2.5	2.2
G46-47	WHOLESALE AND RETAIL TRADE			3.1	2.7	2.5	2.6	2.4
G46	Wholesale Trade			2.4	2.0	1.9	1.8	1.5
G47	Retail Trade			4.8	4.1	3.8	4.5	4.2
H49-53	TRANSPORTATION AND STORAGE			2.1	2.0	1.8	1.7	1.5
H49,5221	Land Transport & Supporting Services			2.1	2.2	1.9	1.7	1.5
H50,5222,5225	Water Transport & Supporting Services			1.9	1.7	1.4	1.4	1.3
H51,5223	Air Transport & Supporting Services			1.1	1.5	1.3	1.3	1.1
	Other Transportation & Storage Services			3.1	2.5	2.4	2.1	2.0
I55-56	ACCOMMODATION AND FOOD SERVICES			4.7	4.5	3.9	5.0	3.8
I55	Accommodation			3.4	3.5	2.9	3.0	2.0
I56	Food & Beverage Services			5.0	4.7	4.2	5.4	4.3
J58-63	INFORMATION AND COMMUNICATIONS			3.0	2.6	2.2	2.6	1.7
J58-61	Telecommunications, Broadcasting & Publishing			2.5	2.2	1.8	2.2	1.3
J62-63	IT & Other Information Services			3.3	3.0	2.4	2.8	2.0
K64-66	FINANCIAL AND INSURANCE SERVICES			2.2	2.0	1.9	1.7	1.7
K64 & 66 (excl.662)	Financial Services			2.1	1.9	1.8	1.5	1.6
K65 & 662	Insurance Services			2.5	2.5	2.5	2.5	2.5
L68	REAL ESTATE SERVICES			3.8	3.5	3.5	3.3	3.1
M69-75	PROFESSIONAL SERVICES			2.3	2.2	2.3	1.9	1.8
M69-70	Legal, Accounting & Management Services			2.4	2.5	2.3	2.2	1.9
M71	Architectural & Engineering Services			2.2	1.8	2.3	1.6	1.9
	Other Professional Services			2.2	2.3	2.0	1.6	1.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			5.2	4.7	4.4	5.0	4.1
N80	Security & Investigation			4.6	4.2	3.5	3.7	3.2
N81	Cleaning & Landscaping			5.6	5.1	4.8	5.0	4.3
	Other Administrative & Support Services			5.3	4.8	4.9	6.3	4.6
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.6	1.6	1.4	1.3	1.1
O84,P85	Public Administration & Education			1.1	1.1	1.1	0.9	0.8
Q86-88	Health & Social Services			2.1	2.0	1.6	1.5	1.3
R90-93	Arts, Entertainment & Recreation			2.4	2.6	1.7	1.9	1.6
S,T,U	Other Community, Social & Personal Services			2.4	2.2	2.2	1.9	1.9
A,B,D,E,V	OTHERS*			2.1	1.6	1.3	1.5	1.3
	OCCUPATIONAL GROUP							
	Professionals, Managers, Executives & Technicians			1.9	1.8	1.6	1.5	1.3
	Clerical, Sales & Service Workers			3.8	3.5	3.1	3.6	3.0
	Production & Transport Operators, Cleaners & Labourers			2.9	2.6	2.5	2.4	2.2

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

				Per Cent				
				4Q				
				2015	2016			
				2014	2015	2016	2015	2016
TOTAL				2.0	1.9	1.8	1.7	1.6
INDUSTRY (SSIC 2010)								
C10-32	MANUFACTURING			1.5	1.5	1.5	1.1	1.2
C10-12	Food, Beverages & Tobacco			2.8	2.7	2.6	2.2	2.1
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.9	1.6	1.7	1.1	1.4
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.2	1.0	0.9	0.7	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment			1.6	1.6	1.5	1.2	1.1
C26	Electronic, Computer & Optical Products			1.5	1.4	1.4	0.9	1.0
C29-30	Transport Equipment			1.2	1.3	1.3	1.1	1.3
	Other Manufacturing Industries			1.7	1.5	1.4	1.1	1.1
F41-43	CONSTRUCTION			1.9	1.8	1.7	1.7	1.7
G-U	SERVICES			2.2	2.0	1.9	1.8	1.7
G46-47	WHOLESALE AND RETAIL TRADE			2.6	2.2	2.2	1.9	1.7
G46	Wholesale Trade			2.0	1.7	1.7	1.4	1.2
G47	Retail Trade			4.0	3.4	3.2	2.9	2.7
H49-53	TRANSPORTATION AND STORAGE			1.7	1.5	1.4	1.2	1.1
H49,5221	Land Transport & Supporting Services			1.5	1.4	1.3	1.1	1.1
H50,5222,5225	Water Transport & Supporting Services			1.3	1.1	1.1	1.0	1.0
H51,5223	Air Transport & Supporting Services			1.0	1.0	0.9	0.8	0.8
	Other Transportation & Storage Services			2.6	2.1	2.0	1.6	1.6
I55-56	ACCOMMODATION AND FOOD SERVICES			4.3	4.0	3.6	3.8	3.2
I55	Accommodation			3.0	3.0	2.6	2.3	1.7
I56	Food & Beverage Services			4.6	4.3	3.8	4.2	3.5
J58-63	INFORMATION AND COMMUNICATIONS			1.8	1.8	1.7	1.8	1.5
J58-61	Telecommunications, Broadcasting & Publishing			1.5	1.5	1.4	1.4	1.1
J62-63	IT & Other Information Services			2.0	2.0	1.9	2.1	1.8
K64-66	FINANCIAL AND INSURANCE SERVICES			1.4	1.3	1.2	1.2	1.2
K64 & 66 (excl.662)	Financial Services			1.3	1.2	1.2	1.1	1.1
K65 & 662	Insurance Services			1.9	1.7	1.6	1.6	1.6
L68	REAL ESTATE SERVICES			3.4	3.1	2.9	2.8	2.6
M69-75	PROFESSIONAL SERVICES			1.8	1.8	1.6	1.7	1.5
M69-70	Legal, Accounting & Management Services			1.8	1.8	1.7	1.8	1.7
M71	Architectural & Engineering Services			1.8	1.6	1.5	1.4	1.4
	Other Professional Services			1.7	2.1	1.6	1.8	1.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			4.0	3.4	3.5	3.3	3.3
N80	Security & Investigation			3.7	3.1	2.8	2.9	2.8
N81	Cleaning & Landscaping			4.7	4.2	4.1	4.2	3.8
	Other Administrative & Support Services			3.4	2.9	3.3	2.7	3.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.1	1.1	1.0	0.8	0.8
O84,P85	Public Administration & Education			0.7	0.6	0.7	0.5	0.5
Q86-88	Health & Social Services			1.2	1.2	1.1	0.9	0.9
R90-93	Arts, Entertainment & Recreation			2.1	2.2	1.6	1.7	1.6
S,T,U	Other Community, Social & Personal Services			2.2	1.9	1.9	1.6	1.6
A,B,D,E,V	OTHERS*			1.5	1.4	1.2	1.3	1.1
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.3	1.3	1.2	1.1	1.0
	Clerical, Sales & Service Workers			3.1	2.8	2.7	2.5	2.3
	Production & Transport Operators, Cleaners & Labourers			2.3	2.1	2.1	1.9	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, 2016

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	2.2	1.8	1.6	1.2	3.1	2.7	2.5	2.1
C10-32 MANUFACTURING	1.6	1.5	1.2	1.0	2.3	2.2	1.8	1.7
C10-12 Food, Beverages & Tobacco	2.9	2.6	1.7	1.5	4.0	3.5	2.9	2.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.7	1.2	1.1	1.5	1.4	1.9	2.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.3	0.9	1.3	0.7	1.6	1.3	1.2	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.5	1.3	1.2	1.7	1.7	1.5	1.6
C26 Electronic, Computer & Optical Products	1.6	1.4	1.1	0.9	1.5	1.3	2.3	2.0
C29-30 Transport Equipment	1.2	1.3	0.9	0.8	1.2	1.3	1.4	1.6
Other Manufacturing Industries	1.8	1.4	1.3	1.0	2.3	2.3	2.0	1.5
F41-43 CONSTRUCTION	2.1	1.7	1.8	1.6	1.8	1.6	2.2	1.7
G-U SERVICES	2.4	1.9	1.7	1.2	3.3	2.8	3.4	2.8
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.2	1.6	1.3	3.6	3.2	2.3	2.2
G46 Wholesale Trade	1.9	1.7	1.5	1.2	2.5	2.4	2.2	2.1
G47 Retail Trade	3.8	3.2	2.0	1.7	4.4	3.8	3.0	2.4
H49-53 TRANSPORTATION AND STORAGE	1.8	1.4	1.5	1.1	1.8	1.3	2.0	1.6
H49,5221 Land Transport & Supporting Services	1.9	1.3	1.6	0.8	2.3	1.8	1.9	1.3
H50,5222, 5225 Water Transport & Supporting Services	1.4	1.1	1.3	0.9	1.8	1.3	1.5	1.2
H51,5223 Air Transport & Supporting Services	1.3	0.9	1.2	0.8	1.3	0.9	1.5	1.3
Other Transportation & Storage Services	2.4	2.0	1.9	1.5	2.5	2.1	2.8	2.3
I55-56 ACCOMMODATION AND FOOD SERVICES	3.9	3.6	2.4	2.2	4.4	4.1	4.2	3.5
I55 Accommodation	2.9	2.6	2.2	2.2	3.3	2.9	3.1	2.5
I56 Food & Beverage Services	4.2	3.8	2.5	2.2	4.5	4.3	4.5	3.9
J58-63 INFORMATION AND COMMUNICATIONS	2.2	1.7	2.1	1.6	3.0	2.7	2.7	1.9
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.4	1.5	1.2	2.9	2.9	4.0	1.4
J62-63 IT & Other Information Services	2.4	1.9	2.4	1.9	3.3	2.1	2.3	2.1
K64-66 FINANCIAL AND INSURANCE SERVICES	1.9	1.2	1.8	1.1	2.4	1.8	2.0	1.2
K64 & 66 (excl.662) Financial Services	1.8	1.2	1.8	1.1	2.1	1.7	2.1	1.3
K65 & 662 Insurance Services	2.5	1.6	2.4	1.5	2.9	1.9	1.3	0.5
L68 REAL ESTATE SERVICES	3.5	2.9	1.6	1.3	3.8	3.4	5.0	4.2
M69-75 PROFESSIONAL SERVICES	2.3	1.6	2.0	1.5	2.8	2.3	3.2	1.6
M69-70 Legal, Accounting & Management Services	2.3	1.7	2.1	1.6	3.0	2.5	3.7	2.1
M71 Architectural & Engineering Services	2.3	1.5	1.8	1.4	2.2	1.8	3.3	1.5
Other Professional Services	2.0	1.6	2.0	1.7	2.6	2.0	1.2	1.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	3.5	3.3	2.1	4.3	3.1	5.0	4.3
N80 Security & Investigation	3.5	2.8	3.6	2.0	3.6	3.0	1.4	0.8
N81 Cleaning & Landscaping	4.8	4.1	1.8	1.3	2.8	2.0	5.1	4.4
Other Administrative & Support Services	4.9	3.3	3.6	2.2	7.3	3.8	5.0	4.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.0	1.2	0.8	1.9	1.7	2.0	1.6
O84,P85 Public Administration & Education	1.1	0.7	1.0	0.6	1.7	1.4	1.2	0.7
Q86-88 Health & Social Services	1.6	1.1	1.4	0.9	1.9	1.4	2.2	1.8
R90-93 Arts, Entertainment & Recreation	1.7	1.6	1.5	1.4	1.8	1.9	1.9	1.4
S,T,U Other Community, Social & Personal Services	2.2	1.9	1.9	1.4	2.4	2.4	2.4	2.3
A,B,D,E,V OTHERS*	1.3	1.2	0.7	0.5	1.3	1.6	2.3	2.4

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)		Hours							
		2014	2015	2016	2015	2016			
					Dec	Mar	Jun	Sep	Dec
TOTAL		46.0	45.6	45.5	45.5	45.5	45.6	45.6	45.3
C10-32 MANUFACTURING		49.7	49.3	48.9	49.0	49.1	49.0	48.9	48.5
C10-12	Food, Beverages & Tobacco	47.0	46.6	46.6	46.3	46.3	46.4	46.7	47.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	49.3	48.5	48.5	48.3	47.9	48.3	48.7	49.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.5	44.4	44.9	44.5	44.5	45.1	45.1	44.8
C25,28	Fabricated Metal Products, Machinery & Equipment	52.1	51.0	50.3	50.8	50.5	50.7	50.0	49.9
C26	Electronic, Computer & Optical Products	46.8	46.4	47.0	46.3	47.1	46.7	47.2	47.2
C29-30	Transport Equipment	52.4	52.7	51.3	52.4	52.2	51.8	51.4	49.6
	Other Manufacturing Industries	49.2	48.5	48.7	48.3	48.6	48.6	48.5	49.0
F41-43 CONSTRUCTION		52.9	52.1	52.0	51.9	52.2	52.3	52.2	51.4
G-U SERVICES		43.2	43.1	43.2	43.1	43.1	43.1	43.2	43.2
G46-47	WHOLESALE AND RETAIL TRADE	43.1	43.0	42.7	42.6	42.6	42.7	42.8	42.8
G46	Wholesale Trade	43.6	43.4	43.0	43.0	42.9	42.9	43.1	43.1
G47	Retail Trade	42.0	42.1	42.1	41.8	42.0	42.2	42.2	42.1
H49-53	TRANSPORTATION AND STORAGE	45.8	45.7	45.9	46.1	45.8	46.0	46.0	45.7
H49,5221	Land Transport & Supporting Services	46.9	46.0	45.9	46.2	46.5	46.1	45.5	45.5
H50,5222,5225	Water Transport & Supporting Services	44.5	44.3	44.7	44.5	44.6	44.6	45.3	44.3
H51,5223	Air Transport & Supporting Services	45.0	45.2	45.7	46.0	45.1	45.9	45.8	46.1
	Other Transportation & Storage Services	46.7	47.1	46.9	47.4	46.7	47.2	47.0	46.7
I55-56	ACCOMMODATION AND FOOD SERVICES	42.0	41.5	42.0	41.9	42.1	41.6	42.3	42.1
I55	Accommodation	46.5	46.4	46.2	46.4	46.3	46.0	46.2	46.4
I56	Food & Beverage Services	40.9	40.4	41.1	40.9	41.2	40.7	41.4	41.0
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.5	41.4	41.5	41.4	41.4	41.3	41.4
J58-61	Telecommunications, Broadcasting & Publishing	41.9	41.9	41.7	41.8	41.6	41.6	41.7	41.7
J62-63	IT & Other Information Services	41.2	41.2	41.2	41.3	41.2	41.3	41.1	41.1
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.1	41.1	41.1	41.1	41.1	41.2
K64 & 66 (excl.662)	Financial Services	41.3	41.2	41.2	41.3	41.2	41.2	41.2	41.3
K65 & 662	Insurance Services	40.2	40.1	40.1	40.2	40.2	40.1	40.0	40.2
L68	REAL ESTATE SERVICES	44.5	44.8	45.0	44.9	45.3	45.1	45.0	44.5
M69-75	PROFESSIONAL SERVICES	43.1	42.9	43.3	43.1	43.2	43.4	43.3	43.2
M69-70	Legal, Accounting & Management Services	41.2	41.2	41.3	41.2	41.2	41.3	41.3	41.5
M71	Architectural & Engineering Services	46.2	45.6	46.5	46.0	46.5	46.9	46.8	45.9
	Other Professional Services	41.7	42.0	42.0	42.3	42.0	41.8	41.8	42.3
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	47.3	46.4	46.6	46.4	46.2	46.5	46.5	47.1
N80	Security & Investigation	52.1	50.5	51.2	50.4	50.3	50.7	51.1	52.9
N81	Cleaning & Landscaping	44.6	43.8	44.0	44.0	43.6	44.1	44.3	43.8
	Other Administrative & Support Services	45.2	45.3	45.0	45.3	45.0	45.1	44.6	45.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.0	42.1	42.1	42.1	42.1	42.0	42.2	42.1
O84,P85	Public Administration & Education	41.3	41.5	41.6	41.6	41.6	41.5	41.7	41.6
Q86-88	Health & Social Services	41.9	41.9	42.0	41.9	41.9	41.8	42.4	41.9
R90-93	Arts, Entertainment & Recreation	43.8	44.2	44.0	44.1	44.1	44.2	44.1	43.6
S,T,U	Other Community, Social & Personal Services	43.5	42.9	42.9	42.6	42.7	42.9	42.6	43.4
A,B,D,E,V OTHERS*		45.6	45.6	45.7	45.8	45.9	45.5	45.7	45.7

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.

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)		Hours							
		2014	2015	2016	2015	2016			
					Dec	Mar	Jun	Sep	Dec
TOTAL		3.7	3.4	3.3	3.4	3.3	3.4	3.3	3.1
C10-32 MANUFACTURING		6.7	6.3	5.9	6.1	6.2	6.1	5.9	5.4
C10-12	Food, Beverages & Tobacco	3.9	4.0	4.0	3.9	3.8	4.0	4.1	4.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.8	5.4	5.2	5.1	4.7	5.1	5.4	5.8
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.6	2.7	2.7	2.7	2.8	2.7	2.7
C25,28	Fabricated Metal Products, Machinery & Equipment	8.6	7.6	6.8	7.3	7.0	7.3	6.6	6.4
C26	Electronic, Computer & Optical Products	4.8	4.3	4.7	4.0	4.9	4.4	4.7	4.6
C29-30	Transport Equipment	8.8	9.0	7.7	8.9	8.7	8.3	7.9	6.1
	Other Manufacturing Industries	6.3	5.9	6.1	5.8	6.0	6.2	5.8	6.2
F41-43 CONSTRUCTION		8.2	7.6	7.7	7.7	7.8	7.8	7.9	7.1
G-U SERVICES		1.7	1.6						
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.8	1.5	1.6	1.5	1.5	1.5	1.5
G46	Wholesale Trade	1.7	1.8	1.4	1.5	1.4	1.4	1.4	1.5
G47	Retail Trade	2.0	1.8	1.7	1.8	1.7	1.8	1.8	1.6
H49-53	TRANSPORTATION AND STORAGE	3.0	2.9	2.9	3.2	2.8	3.1	3.2	2.7
H49,5221	Land Transport & Supporting Services	4.0	3.3	3.2	3.4	3.6	3.3	3.1	2.9
H50,5222,5225	Water Transport & Supporting Services	1.9	1.7	2.0	1.8	1.9	1.9	2.8	1.5
H51,5223	Air Transport & Supporting Services	1.8	2.1	2.6	2.9	2.0	2.7	2.7	2.9
	Other Transportation & Storage Services	4.2	4.1	3.8	4.3	3.5	4.1	4.0	3.5
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	1.8	1.8	1.9	1.8	1.7	1.9	1.9
I55	Accommodation	2.7	2.6	2.4	2.7	2.5	2.2	2.4	2.6
I56	Food & Beverage Services	1.7	1.6	1.7	1.7	1.6	1.6	1.8	1.8
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.4	0.3	0.4	0.4	0.4	0.3	0.3
J58-61	Telecommunications, Broadcasting & Publishing	0.6	0.7	0.5	0.6	0.6	0.5	0.5	0.4
J62-63	IT & Other Information Services	0.2	0.2	0.2	0.2	0.2	0.2	0.1	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	0.2	0.2	0.2	0.2	0.2	0.2	0.2
L68	REAL ESTATE SERVICES	2.0	2.3	2.4	2.3	2.7	2.5	2.3	2.1
M69-75	PROFESSIONAL SERVICES	1.8	1.4	1.6	1.5	1.6	1.7	1.7	1.5
M69-70	Legal, Accounting & Management Services	0.8	0.5	0.5	0.6	0.5	0.5	0.6	0.5
M71	Architectural & Engineering Services	3.7	2.9	3.6	3.2	3.6	3.9	3.8	3.2
	Other Professional Services	0.6	0.7	0.6	0.8	0.7	0.5	0.6	0.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.3	4.4	4.6	4.4	4.6	4.6	4.6	4.7
N80	Security & Investigation	10.3	9.1	9.3	8.6	9.1	8.9	9.1	9.9
N81	Cleaning & Landscaping	2.6	1.8	2.0	2.2	1.8	2.1	2.3	1.9
	Other Administrative & Support Services	2.9	2.8	3.0	2.9	3.1	3.1	2.9	2.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.5	0.5	0.4	0.5	0.4	0.5	0.4	0.4
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q86-88	Health & Social Services	0.5	0.5	0.4	0.4	0.5	0.5	0.4	0.4
R90-93	Arts, Entertainment & Recreation	1.2	1.5	1.4	1.7	1.5	1.6	1.4	1.2
S,T,U	Other Community, Social & Personal Services	1.7	1.5	1.0	1.0	0.9	0.9	0.9	1.2
A,B,D,E,V OTHERS*		2.9	3.0	3.1	3.2	3.3	3.0	3.2	3.1

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

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

Notes :

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

9.1 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (INCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2006 - 2016
(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
2016	3,823	2,021
	Nominal Change (Per Cent Per Annum)	
2006 - 2016	5.3	5.1
2006 - 2011	6.0	5.7
2011 - 2016	4.5	4.6
	Real* Change (Per Cent Per Annum)	
2006 - 2016	2.8 (3.0)	2.7 (2.9)
2006 - 2011	2.5 (3.0)	2.2 (2.7)
2011 - 2016	3.1 (3.1)	3.2 (3.1)

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).

9.2 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (EXCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2006 - 2016
(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
2016	3,375	1,836
	Nominal Change (Per Cent Per Annum)	
2006 - 2016	5.0	5.3
2006 - 2011	5.5	6.4
2011 - 2016	4.5	4.1
	Real* Change (Per Cent Per Annum)	
2006 - 2016	2.5 (2.8)	2.8 (3.0)
2006 - 2011	2.0 (2.5)	2.8 (3.4)
2011 - 2016	3.1 (3.1)	2.7 (2.7)

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

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 rise due to

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.

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 work sites, 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 income data can be used to study the income trends of the employed persons 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. Year-on-year income growth may fluctuate and should be examined against longer-term growth trends (e.g. 5 or 10 years). This also reflects the underlying changes in the mix of workers, e.g. entry and exit of workers and demographic profile.

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 16	62,100	3,100	5.0%	56,100	68,200
Resident Unemployment Rate	Dec 16	2.7%	0.14%-pt	5.0%	2.4%	3.0%
JOB VACANCY						
Job Vacancy Number	Dec 16	44,500	600	1.3%	43,300	45,700
Job Vacancy Rate	Dec 16	2.2%	0.03%-pt	1.3%	2.1%	2.3%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 16	2.0%	0.02%-pt	1.2%	1.9%	2.0%
Average Monthly Resignation Rate	4Q 16	1.6%	0.02%-pt	1.1%	1.6%	1.6%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 16	3.1	0.03	1.0%	3.0	3.1

Note: Data are non-seasonally adjusted.

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