

Labour Market Report

First Quarter

2017



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT FIRST QUARTER 2017

ISSN 0219-2527

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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

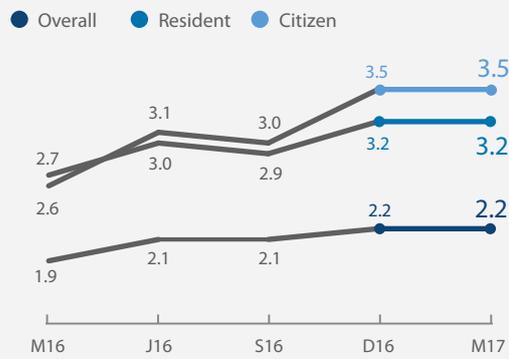
CPF	: Central Provident Fund
EDB	: Economic Development Board
excl	: Excluding
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs,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

Labour Market Report First Quarter 2017

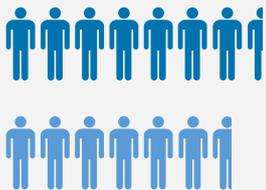
Unemployment

Unemployment unchanged over the quarter

Unemployment rate (%), seasonally adjusted



Unemployed persons



74,400 Residents
March 2017

67,100 Citizens
March 2017

Long-term unemployment rate edged up

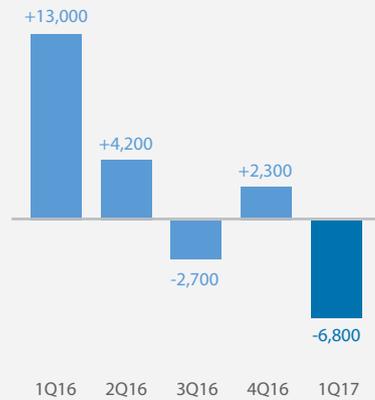
Resident long-term unemployment rate (%) and number



Employment

Total employment contracted

Employment change



Employment level

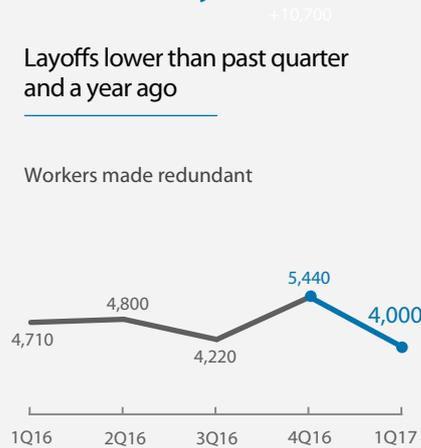


3,666,300
March 2017

Redundancy

Layoffs lower than past quarter and a year ago

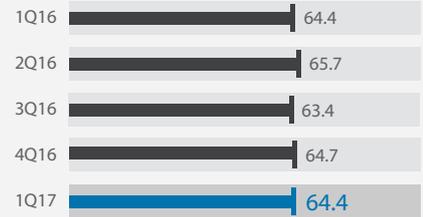
Workers made redundant



Re-entry into Employment

Rate of re-entry into employment held steady

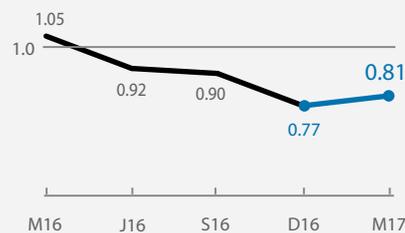
Resident rate of re-entry into employment (6 months post-redundancy) (%)



Job Vacancy

Job vacancies to unemployed ratio improved slightly

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Recruitment rate declined while resignation rate stabilised

Average monthly recruitment and resignation rates (%), seasonally adjusted



HIGHLIGHTS

- The unemployment rate was unchanged in March 2017, but it was higher than a year ago, after trending up in previous quarters. More job seekers took a longer time to find work. Total employment contracted, mainly due to declines in Work Permit Holders in manufacturing and construction. Redundancies were lower than the previous quarter, while the rate of re-entry among those made redundant held steady. The ratio of job vacancies to unemployed persons improved slightly, following seven consecutive quarters of decline.
- Quarter-on-quarter (seasonally adjusted), the unemployment rate remained unchanged in March 2017 (overall: 2.2%, resident: 3.2%, citizen: 3.5%). However, the rates were higher than in March 2016, after trending up in previous quarters. The resident long-term unemployment rate at 0.8% in March 2017 was also higher than a year ago (0.7%).
- Total employment contracted by 6,800 in the first quarter of 2017, a reversal from the modest growth of 2,300 in the fourth quarter of 2016. The decline was mainly in manufacturing (-4,300) and construction (-12,500), affecting mostly Work Permit Holders.
- 4,000 workers were laid off in the first quarter of 2017, lower than the past quarter (5,440) and the same period a year ago (4,710). Based on Central Provident Fund (CPF) records, the six-month re-entry rate among residents made redundant was 64% in the first quarter of 2017, similar to the previous quarter (65%). PMETs, who formed the majority of residents made redundant, saw a general downtrend in re-entry rates since the third quarter of 2015.
- The number of job vacancies (seasonally adjusted) among private sector establishments with at least 25 employees and the public sector declined slightly in March 2017. However, as this decline was offset by an increase in vacancies among small private sector establishments employing less than 25 employees, total vacancies for the whole economy rose. As a result, the seasonally adjusted ratio of job vacancies to unemployed persons improved slightly, after seven consecutive quarters of decline.
- After an uptick in the fourth quarter of 2016, the seasonally adjusted recruitment rate declined to 2.1% in the first quarter of 2017. The recruitment rate has been on a general downtrend since the third quarter of 2014. Meanwhile, resignation rate held steady at 1.8% since the beginning of 2016.

Overview

The unemployment rate was unchanged in March 2017, but it was higher than a year ago, after trending up in previous quarters. More job seekers took a longer time to find work. Total employment contracted, mainly due to declines in Work Permit Holders in Manufacturing and Construction. Redundancies were lower than the previous quarter, while the rate of re-entry among those made redundant held steady. The ratio of job vacancies to unemployed persons improved slightly, following seven consecutive quarters of decline.

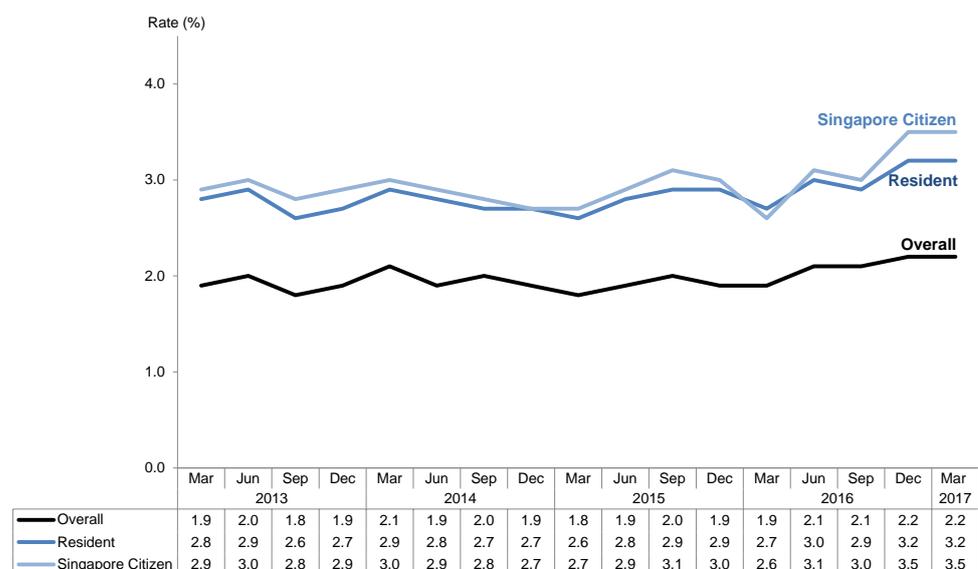
Unemployment

Unemployment unchanged in March 2017

Quarter-on-quarter (seasonally adjusted¹), the unemployment rate remained unchanged in March 2017 (overall: 2.2%, resident: 3.2%, citizen: 3.5%). However, the rates were higher than in March 2016, after trending up in previous quarters.

In March 2017, an estimated 74,400 residents, including 67,100 Singapore citizens were unemployed, broadly similar to December 2016 (residents: 73,900, citizens: 67,300).²

Chart 1 Unemployment Rate (Seasonally Adjusted)



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

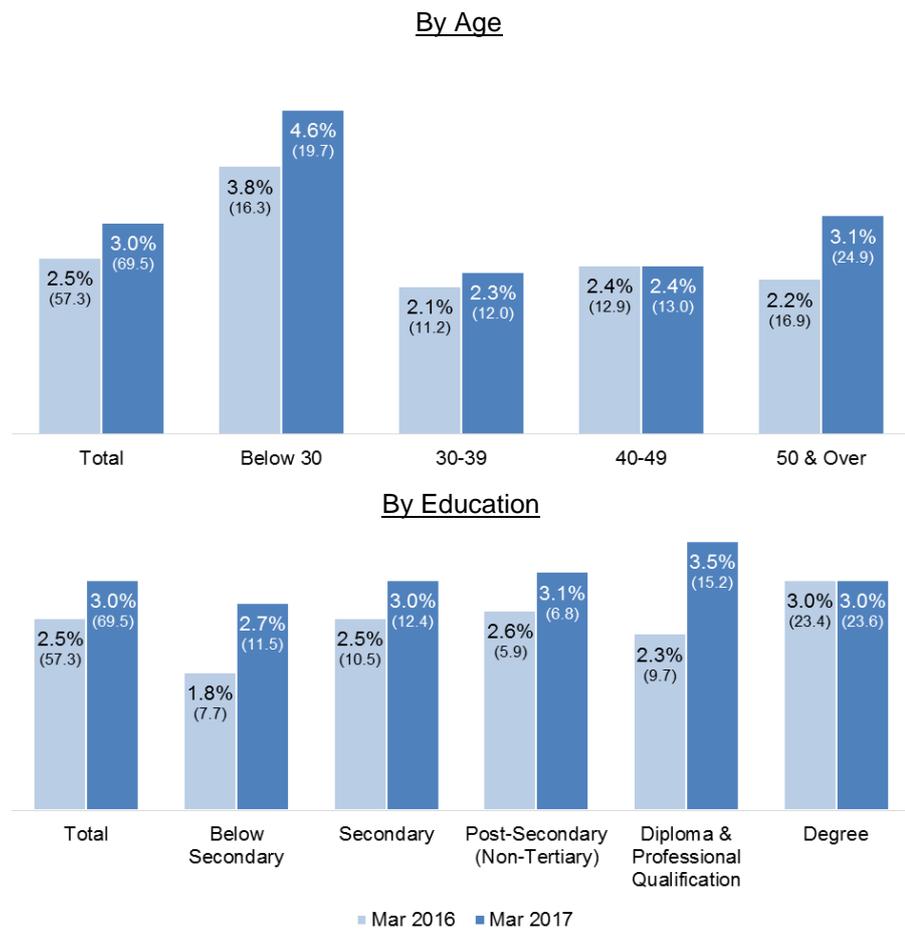
¹ Please see explanatory notes for details on seasonal adjustment.

² Based on seasonally adjusted data on number of unemployed persons.

Higher unemployment rate over the year for most age and education groups

The resident unemployment rates for most age and education groups were higher than a year ago. The increase was more pronounced among residents aged below 30 (from 3.8% to 4.6%) and 50 & over (2.2% to 3.1%), as well as among those with diploma & professional qualifications (2.3% to 3.5%) and below secondary (1.8% to 2.7%) qualifications.

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



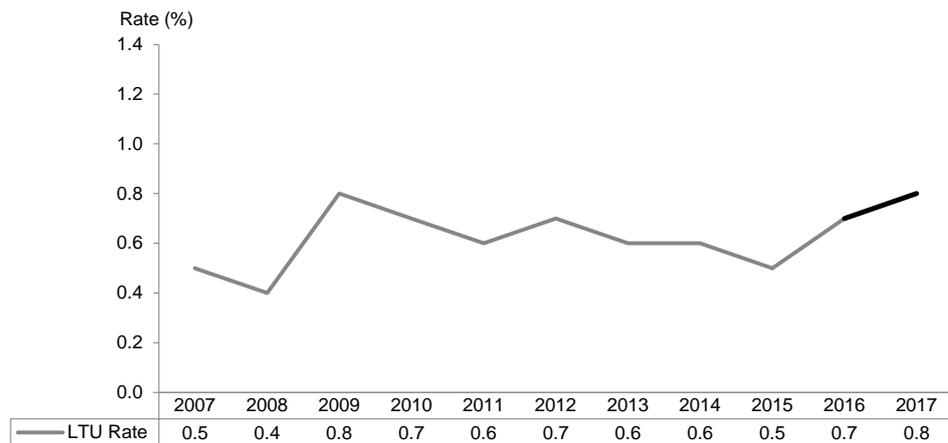
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

Long-term unemployment rate edged up

More job seekers took a longer time to find work. The resident long-term unemployment rate³ was 0.8% in March 2017, higher than the 0.7% in March 2016. The share of long-term unemployed among the unemployed residents edged down from 26% in March 2016 to 25% in March 2017, as the rise in number of long-term unemployed residents was slower than that for unemployed residents.

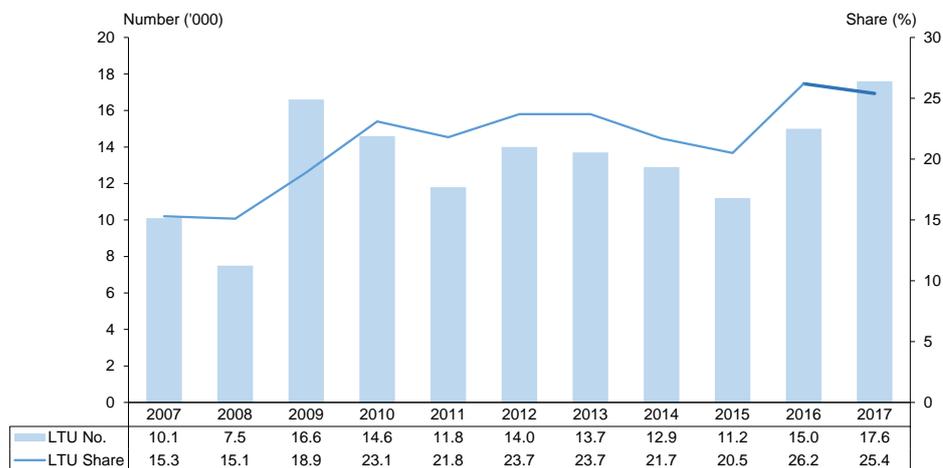
Chart 3 Resident Long-Term Unemployment Rate For March Periods (Non-Seasonally Adjusted)



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

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

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



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

Notes:

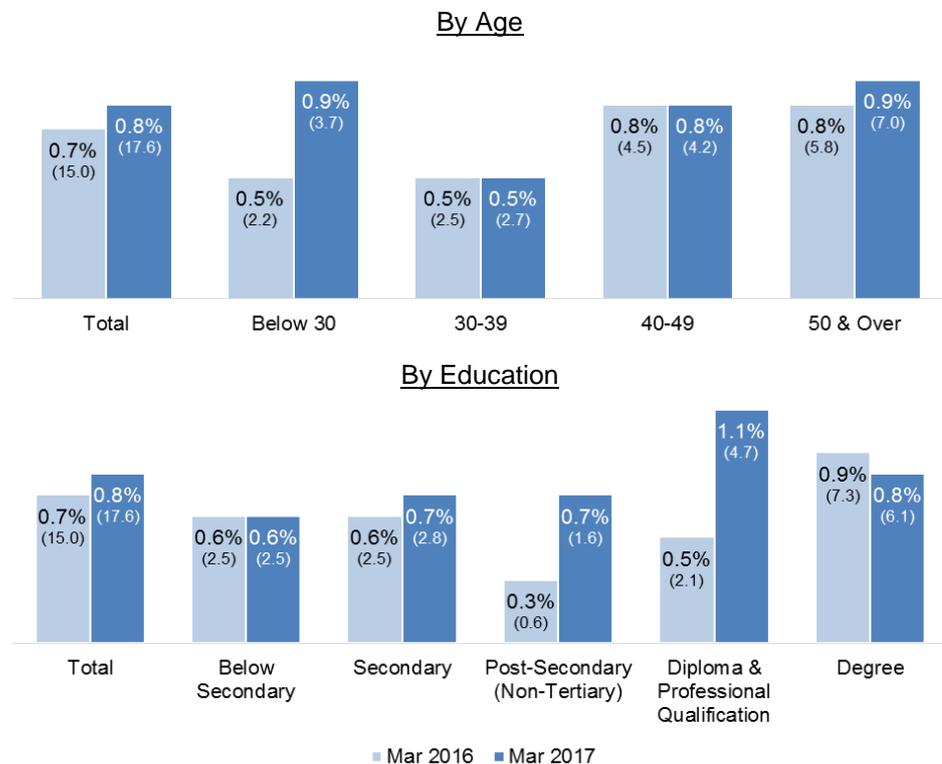
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) The share represents the long-term unemployed as a proportion of unemployed residents.

³ The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

Increases were observed among residents aged below 30 (from 0.5% to 0.9%) and 50 & over (0.8% to 0.9%). Residents with post-secondary (non-tertiary) and diploma & professional qualifications also saw larger increases in long-term unemployment rates (0.3% to 0.7%, and 0.5% to 1.1% respectively).

On the other hand, the long-term unemployment rate for degree holders dipped over the year (0.9% to 0.8%), after increasing year-on-year in the previous four quarters.

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



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

Notes:

(1) Long-term unemployed refers to those unemployed for at least 25 weeks.

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

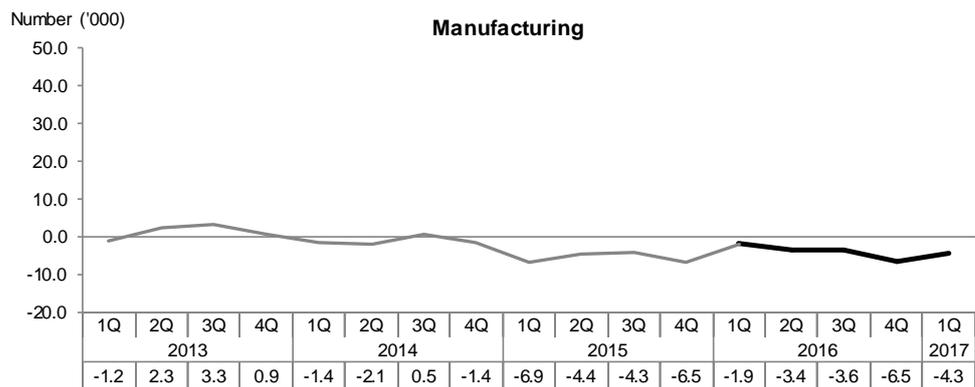
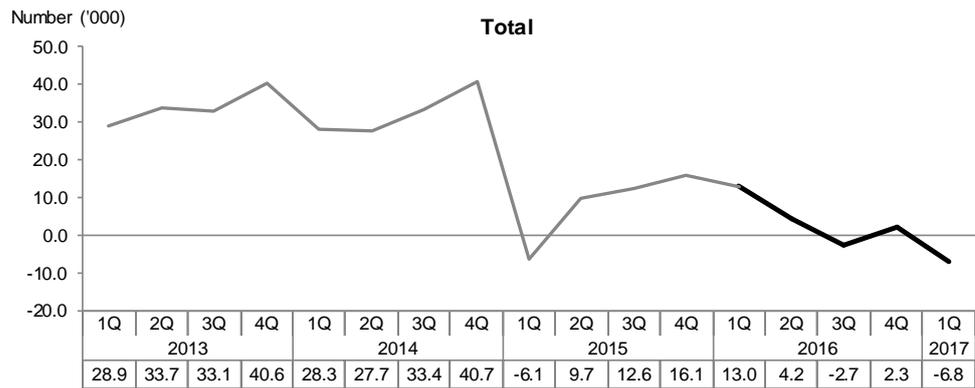
Employment

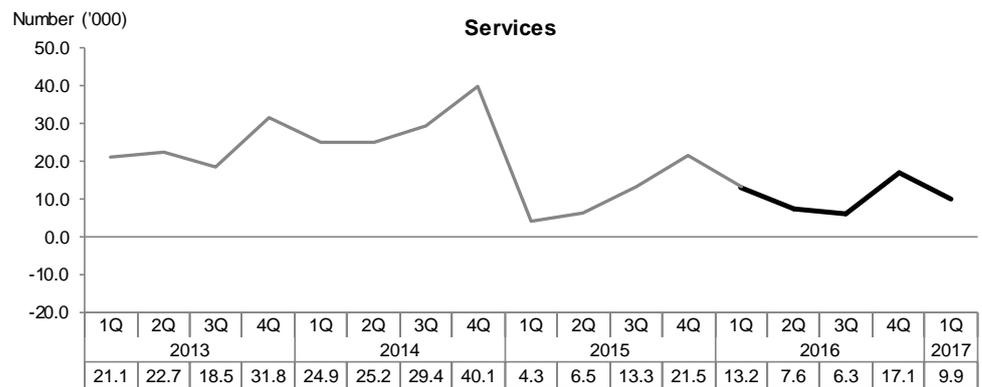
Total employment contracted due to Manufacturing and Construction

Total employment declined by 6,800 in the first quarter of 2017, a reversal from the modest growth of 2,300 in the fourth quarter of 2016. The contraction was due manufacturing (-4,300) and construction (-12,500), affecting mostly Work Permit Holders, while the services sector saw employment increase (9,900).

The decline in construction reflected the weakness in private sector construction activity, while manufacturing is weighed down by the marine & offshore engineering segment.

Chart 6 Employment Change By Sector





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

Notes:

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

The employment increases for services was led by community, social & personal services (6,700), financial & insurance services (3,300) and administrative & support services (1,500). These increases offset the declines in other services sectors, mainly from retail trade (-2,700)^{4,5}.

⁴ Total employment also declined in professional services (-700), accommodation (-700) and wholesale trade (-600).

⁵ Retail sales volume (excluding motor vehicle sales) contracted by 0.4% in the first quarter of 2017, following a 1.6% decline in the previous quarter. Source: Economic Survey of Singapore, First Quarter 2017, MTI.

Table 1 Total Employment Change By Industry

In Thousands

	Quarterly Change					Employment Level
	2016				2017	
	1Q	2Q	3Q	4Q	1Q	Mar 17
Total	13.0	4.2	-2.7	2.3	-6.8	3,666.3
Manufacturing	-1.9	-3.4	-3.6	-6.5	-4.3	494.1
Construction	1.9	0.2	-5.3	-8.3	-12.5	475.9
Services	13.2	7.6	6.3	17.1	9.9	2,669.2
Wholesale & Retail Trade	-0.7	-1.1	-0.9	3.6	-3.4	488.2
Transportation & Storage	1.8	1.7	0.7	-0.1	0.4	241.6
Accommodation & Food Services	-	0.6	0.7	4.7	0.1	246.8
Information & Communications	0.9	0.2	1.0	-	1.1	128.6
Financial & Insurance Services	1.9	-2.6	0.4	3.1	3.3	207.5
Real Estate Services	1.0	-0.9	-0.1	0.2	0.7	91.6
Professional Services	0.2	3.2	1.2	-0.8	-0.7	247.1
Administrative & Support Services	-0.4	1.4	0.6	2.6	1.5	218.9
Community, Social & Personal Services	8.6	5.1	2.8	3.7	6.7	799.0
Others	-0.2	-0.2	-0.1	0.1	0.2	27.1

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) - : nil or negligible
- (5) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (6) Administrative & Support Services includes Security & Investigation Services, Cleaning & Landscaping, Employment Agencies.
- (7) Community, Social & Personal Services includes Public Administration & Education, Health & Social Services and Arts, Entertainment & Recreation.

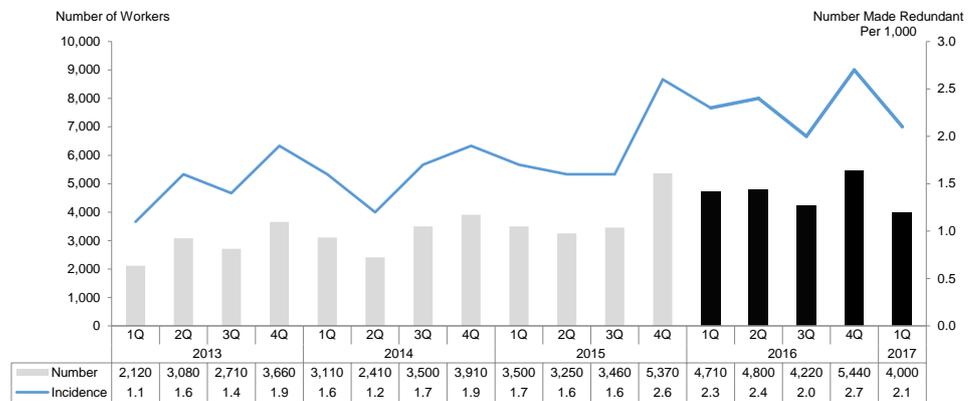
Redundancy

Layoffs lower than past quarter and a year ago

4,000 workers were made redundant in the first quarter of 2017, lower than the past quarter (5,440) and the same period a year ago (4,710).

The decline over the quarter came from manufacturing (from 1,990 to 890, a low not seen since the second quarter of 2015 (870)) and services (2,840 to 2,440), while construction reported more redundancies (580 to 660). Services (61%) formed the bulk of all layoffs, mainly in wholesale trade (13%), financial services (12%), and professional services (12%).

Chart 7 Redundancy

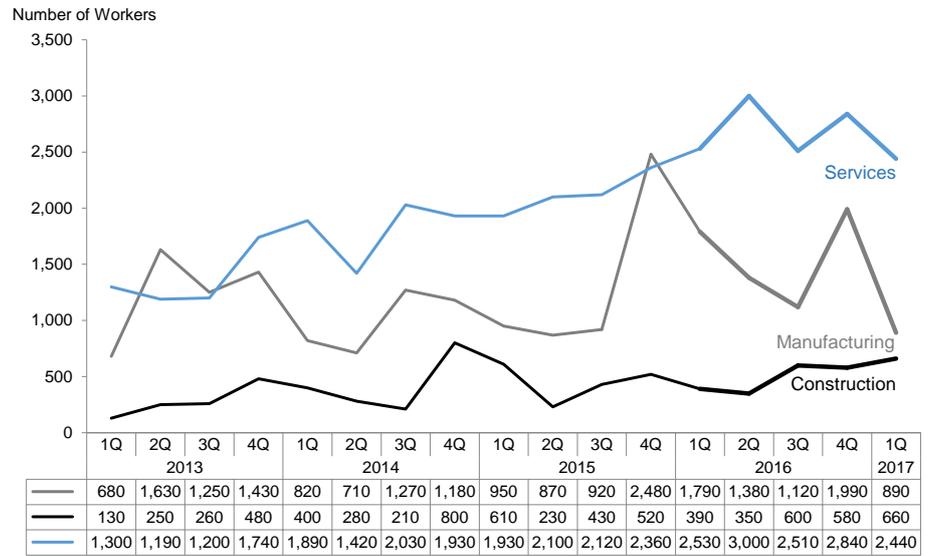


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 8 Redundancy By Sector



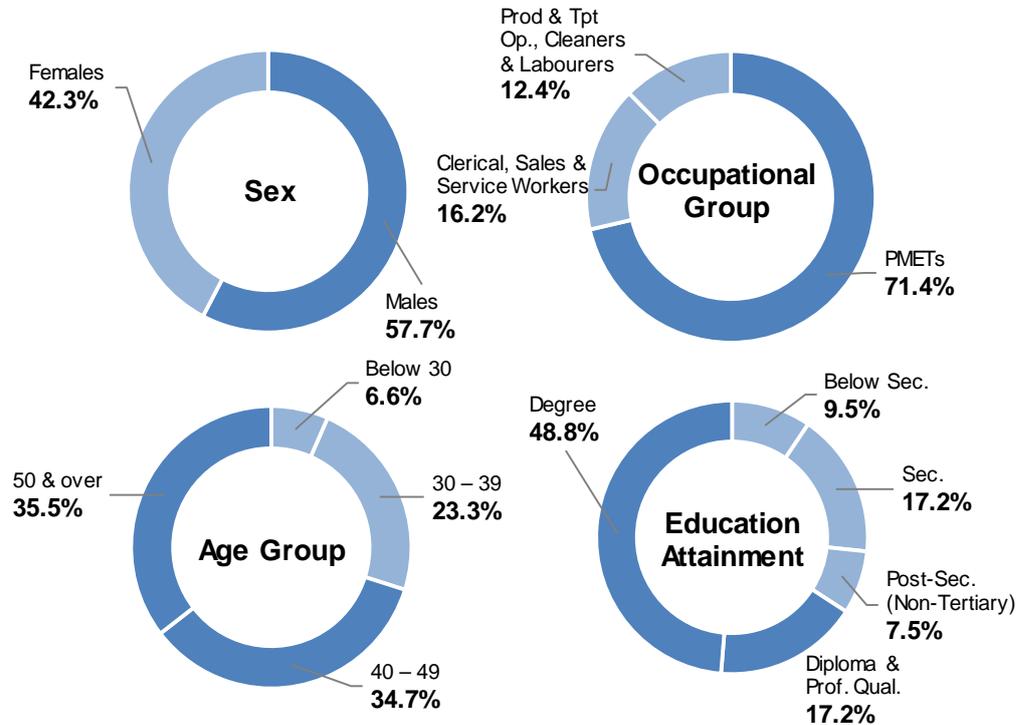
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 & Technicians (PMETs) continued to form the majority (71%) of residents made redundant. Compared to their workforce composition, PMETs were over-represented among those laid off, while non-PMETs were less vulnerable to layoffs.

Chart 9 Profile Of Residents Made Redundant, First Quarter 2017



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

Notes:

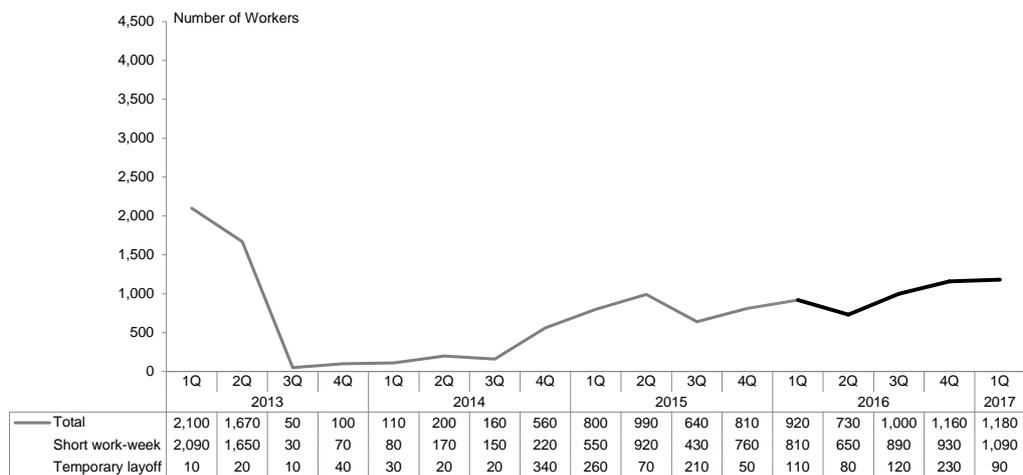
- (1) Data on residents made redundant pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to the total due to rounding.

Workers placed on short work-week/temporary layoff mainly from manufacturing

1,180 workers were placed on short work-week or temporary layoff in the first quarter of 2017, broadly similar to the previous quarter. 93% (or 1,090) were placed on short work-week, while the remaining smaller percentage (7.3% or 90) were temporarily laid off.

Similar to past quarters, workers placed on short work-week or temporary layoff were mainly from manufacturing (65%), followed by services (26%) and construction (10%). They were largely production & related workers (46%) and PMETs (41%), followed by clerical, sales and service workers (13%).

Chart 10 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.

Re-entry Into Employment ^R

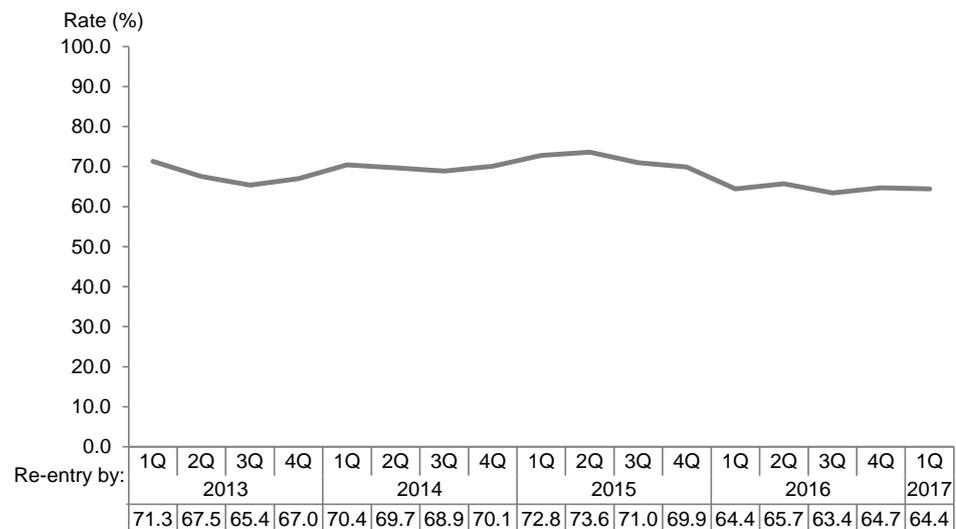
Rate of re-entry into employment held steady

Based on CPF records, the six-month re-entry rate among residents made redundant was 64% in the first quarter of 2017, similar to the previous quarter (65%).

Patterns were mixed across demographic and occupational groups. PMETs, who formed the majority of residents made redundant, saw a general downtrend in re-entry rates since the third quarter of 2015. Residents in their 30s and below also saw declines over the quarter.

On the other hand, the re-entry rate of older residents aged 50 & over rose, though it remained below average. In general, re-entry rates were higher among those younger in their 30s and below, and those with secondary & below education.

Chart 11 Quarterly Rate Of Re-entry Into Employment Of Residents Made Redundant (6 Months Post-Redundancy)



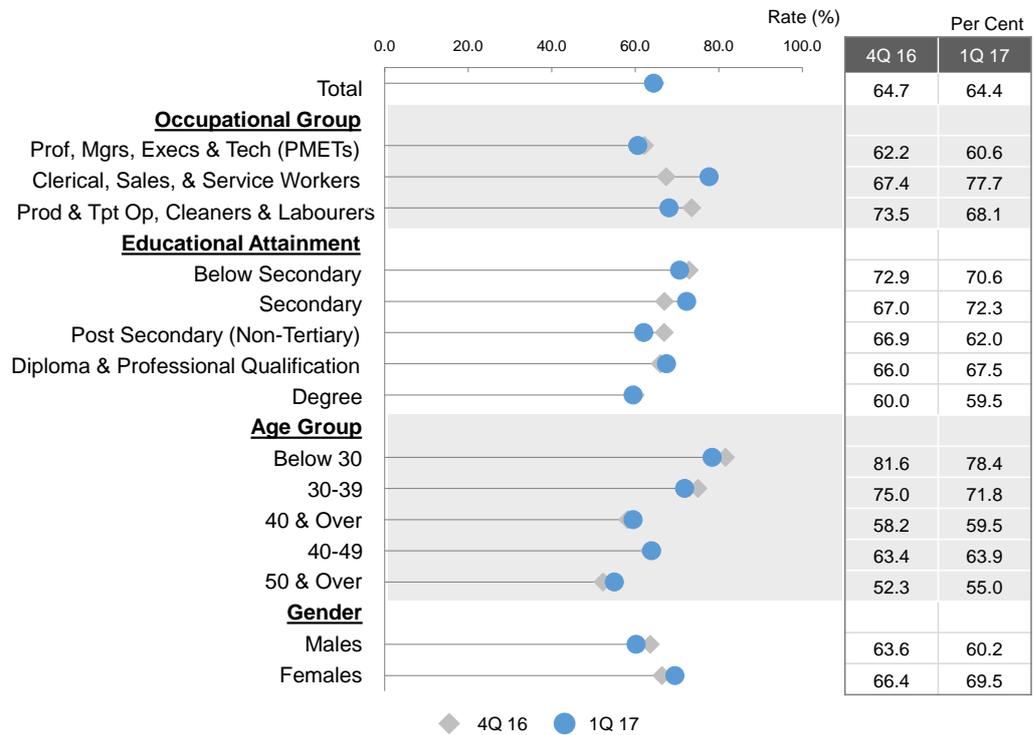
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Notes:

- (1) Data refer to re-entry rates for residents made redundant 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for the first quarter of 2017 refers to residents made redundant in third quarter of 2016.
- (2) 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.

^R The method for compiling the re-entry into employment for workers who were made redundant has been revised to be based on a fixed job search duration of 6 months for residents made redundant in the respective quarters. Previously, the rate was computed based on a variable length of job search of between 3 to 6 months. Please refer to the "Revision To Time Series On The Rate Of Re-Entry Into Employment" on page 15 for the technical details.

Chart 12 Quarterly Rate Of Re-entry Into Employment Of Residents Made Redundant (6 Months Post-Redundancy)



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

Note: Data refer to re-entry rates in the fourth quarter of 2016/first quarter of 2017 for residents made redundant in the second/third quarter of 2016 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-redundancy.

TECHNICAL NOTE

Revision To Time Series On The Rate Of Re-Entry Into Employment

Background

1 Each quarter, the Manpower Research and Statistics Department of the Ministry of Manpower publishes the rate of re-entry into employment for resident workers who were made redundant. The number of workers made redundant is collected through quarterly Labour Market Surveys on private sector establishments (each with at least 25 employees) and the public sector. For resident workers made redundant, their re-entry status is subsequently tracked using Central Provident Fund administrative records. To take into account differences in the cohort size from quarter to quarter, the statistic is expressed as a proportion of the number of resident workers made redundant in a specific quarter.

2 The current statistic measures the employment prospects of the cohort of resident workers made redundant in a specified quarter by the end of the next quarter. Therefore, these workers are not given equal time in their job search. For instance, a worker who is made redundant in the earlier months of quarter t would have a longer duration of job search by end of quarter $t+1$, compared to another worker who is made redundant in the later part of quarter t . The job search duration could range between 3 to 6 months. As the length of job search for each worker is also variable under the current method, there would be instances of volatility in the time series. The rate using the current method would also be lower as it would be brought down by workers who were more recently made redundant.

Revision To The Rate Of Re-Entry Into Employment

3 To standardise the duration of job search, a fixed duration of 6 months post-redundancy will be applied to all resident workers who were made redundant in a specific quarter. The upper limit of 6 months is used in order to take into account the relatively longer job search duration of PMETs, who now form the majority of residents made redundant.¹

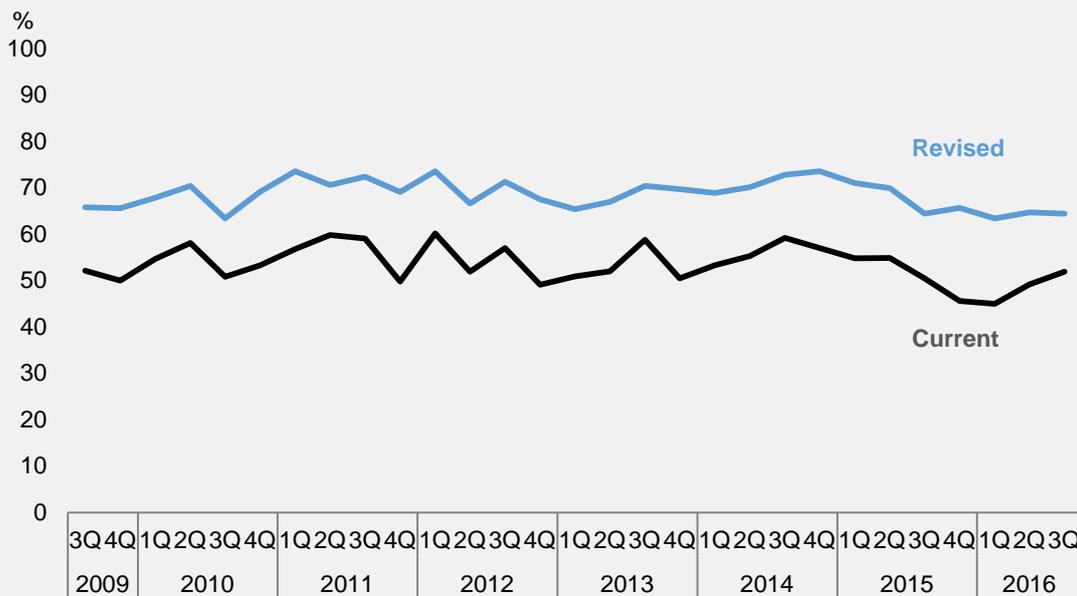
Revised Data Time Series

4 The standardisation of the job search duration to 6 months will result in a one-off upward revision to the rate of re-entry into employment. As the current method of compilation measures the rate of re-entry into employment *as at the end of a quarter* for residents made redundant in the *previous quarter*, the duration for re-entry can range from 3 to 6 months of redundancy. The presence of a shorter duration of job search for some workers will result in a lower rate of re-entry into employment, compared to revised re-entry rates based on a fixed 6-month period after redundancy.

¹ In 2016, PMETs formed 72% of residents made redundant, compared to 39% in 2006.

5 However, both the current and revised data series exhibit similar trends. Older residents, those laid off from PMET jobs and the tertiary educated had lower re-entry rates ([Chart 1](#)).

Chart 1: Comparison of Rate of Re-entry into Employment
Overall

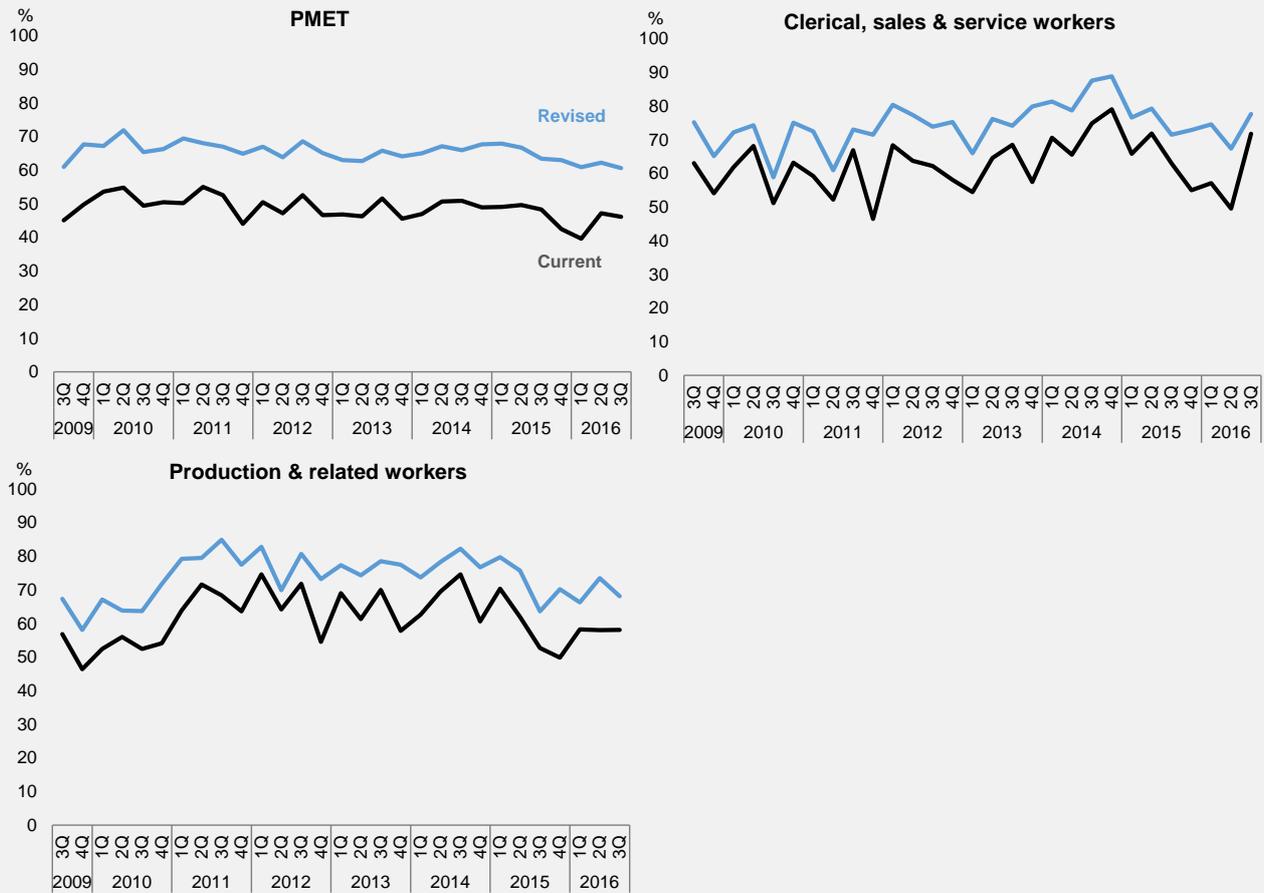


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

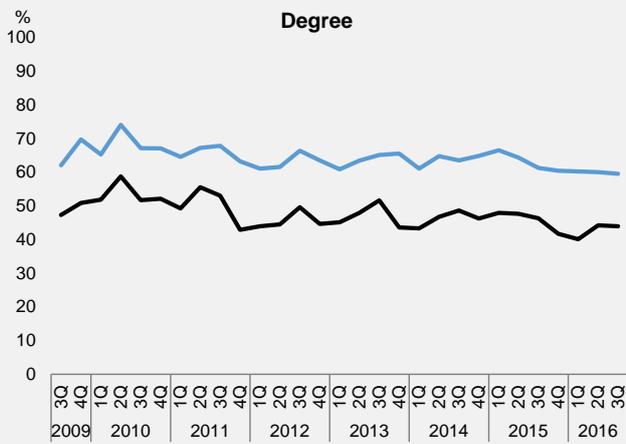
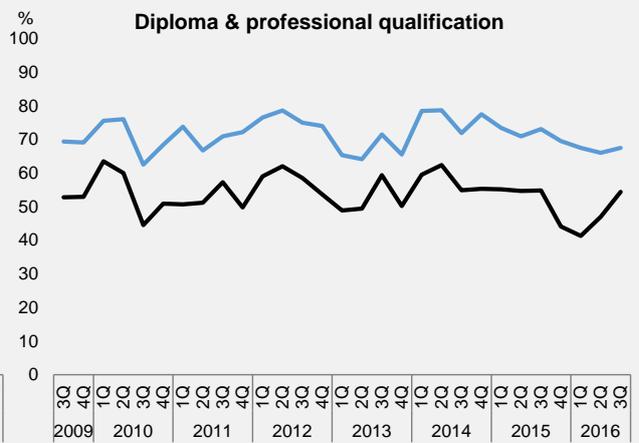
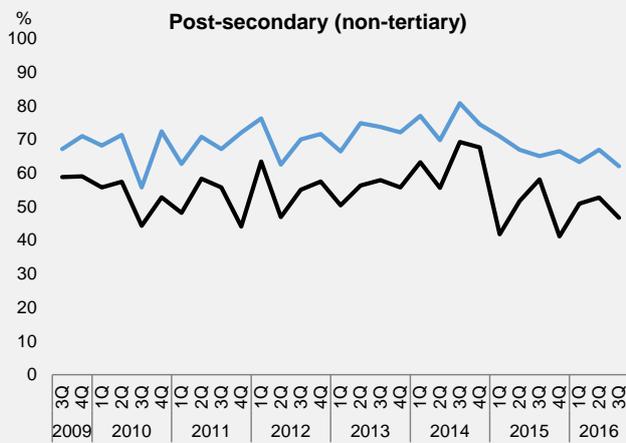
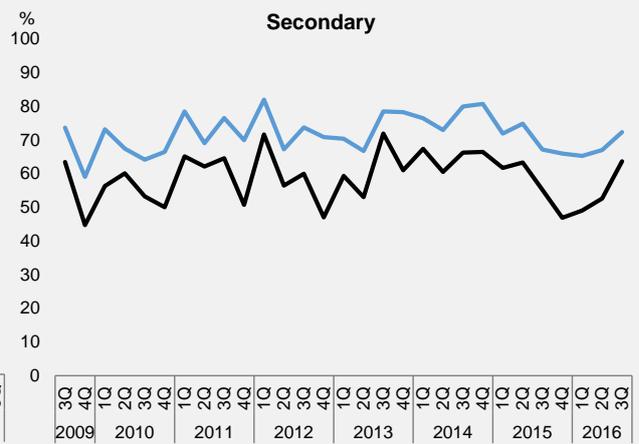
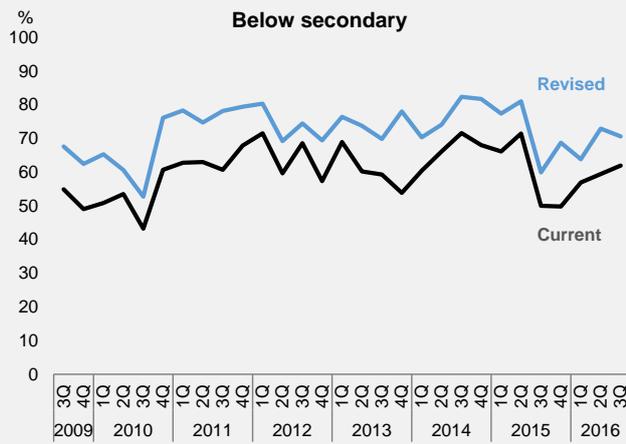
Note:
To allow comparison between the current and revised series, the re-entry rates in the charts make reference to the period of redundancy for the quarterly cohorts.

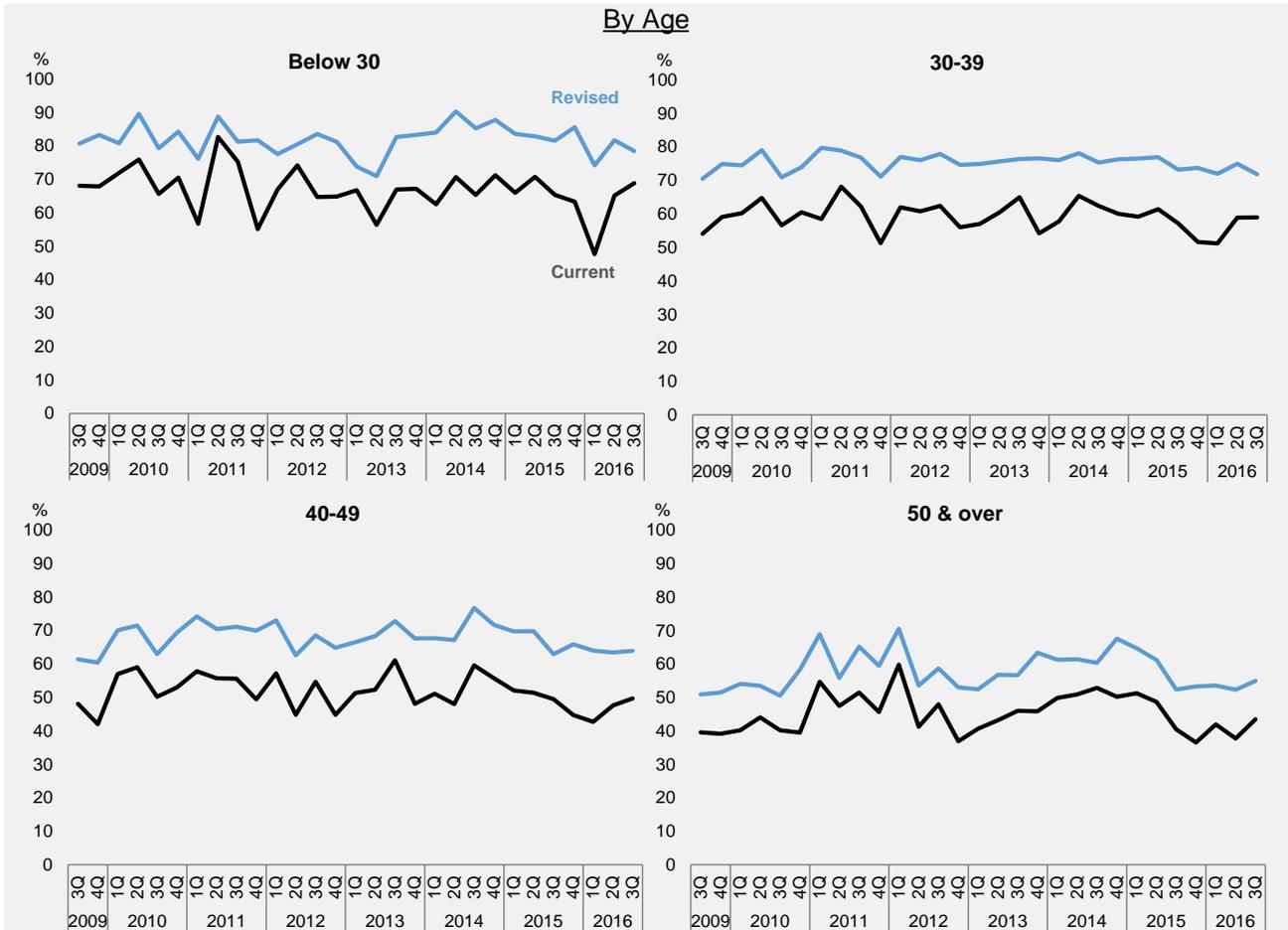
6 The revision in re-entry rate had a smaller impact on the non-tertiary educated and non-PMETs who typically re-enter employment faster. This also led to older residents aged 50 & over seeing a smaller increase in the re-entry rates. On the other hand, the tertiary-educated and PMETs (mainly those in their 30s and 40s) saw a larger adjustment in re-entry rates as these groups typically require more time after redundancy to re-enter employment.

Chart 2: Comparison of Rate of Re-entry into Employment
By Occupation



By Education





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

Note:

To allow comparison between the current and revised series, the re-entry rates in the charts make reference to the period of redundancy for the quarterly cohorts.

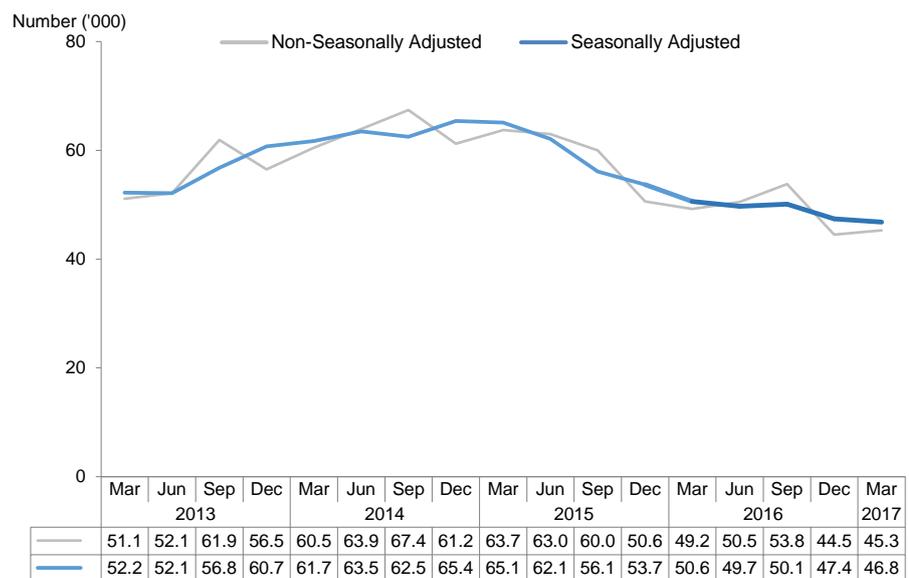
Job Vacancy

Job vacancies to unemployed ratio improved slightly

The number of job vacancies (seasonally adjusted) among private sector establishments with at least 25 employees and the public sector declined slightly from 47,400 in December 2016 to 46,800 in March 2017. However, as this decline was offset by an increase in vacancies among small private sector establishments employing less than 25 employees, total vacancies for the whole economy rose in March 2017.⁶

As a result, the seasonally adjusted ratio of job vacancies to unemployed persons⁷ improved slightly, from 77 job vacancies for every 100 unemployed persons in December 2016 to 81 in March 2017, after seven consecutive quarters of decline.

Chart 13 Job Vacancy



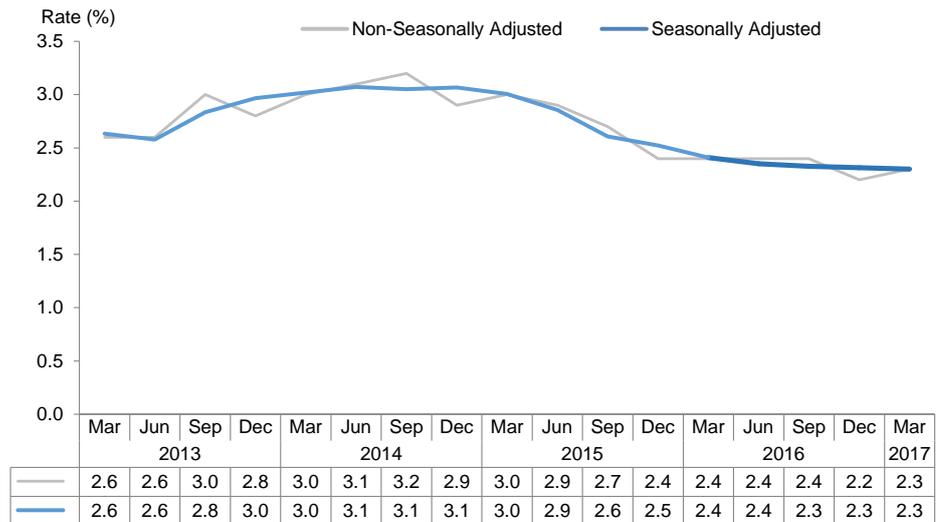
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

⁶ The number of vacancies for the whole economy is estimated by assuming that private sector establishments with less than 25 employees have the same vacancy rate as those with 25-49 employees. The seasonally adjusted vacancies for private sector establishments with less than 25 employees is estimated to have risen from 15,500 in December 2016 to 20,000 in March 2017.

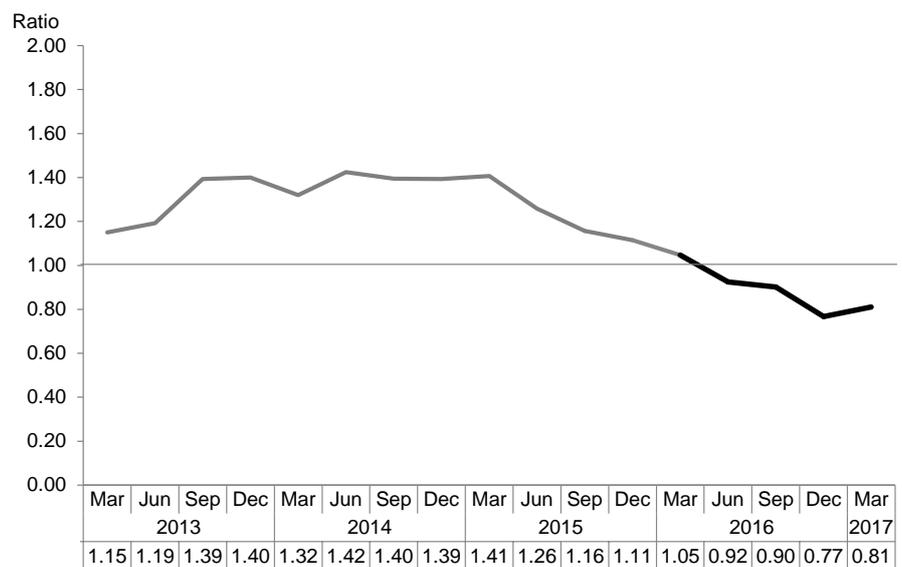
⁷ The job vacancy to unemployed persons ratio is calculated by taking the ratio of the estimates of the total job vacancies for the whole economy to the total number of unemployed persons. Vacancies for the whole economy rose, while the number of unemployed persons was similar to the previous quarter.

Chart 14 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.

Chart 15 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.

In March 2017, 23,700 or 52% of the vacancies were for PMETs, followed by clerical, sales & service workers (10,900 or 24%) and production & transport operators, cleaners & labourers (10,700 or 24%). The top industries with PMET vacancies in March 2017 were community, social & personal services (7,200), financial & insurance services (3,400) and wholesale & retail trade (2,700).

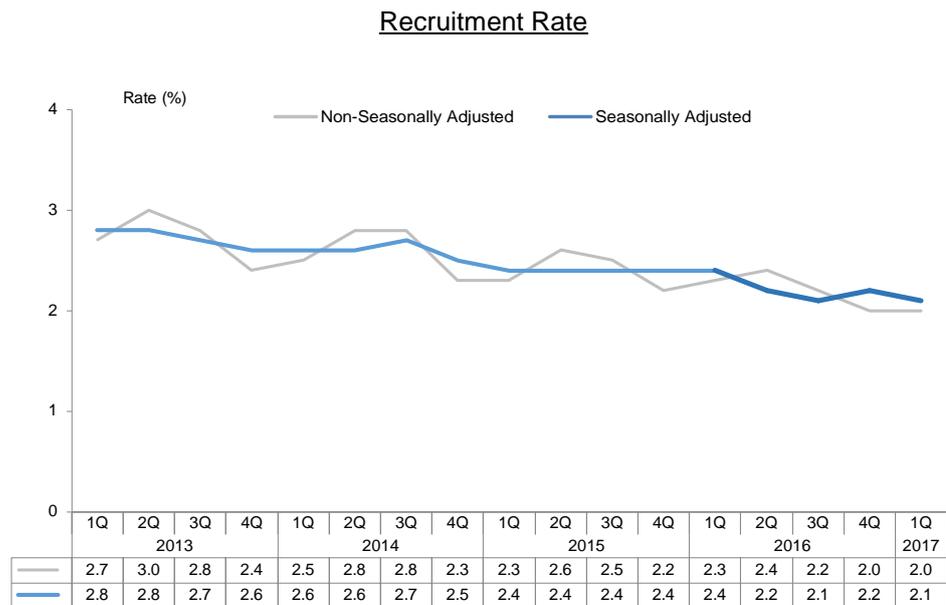
Labour Turnover

Recruitment rate declined while resignation rate stabilised

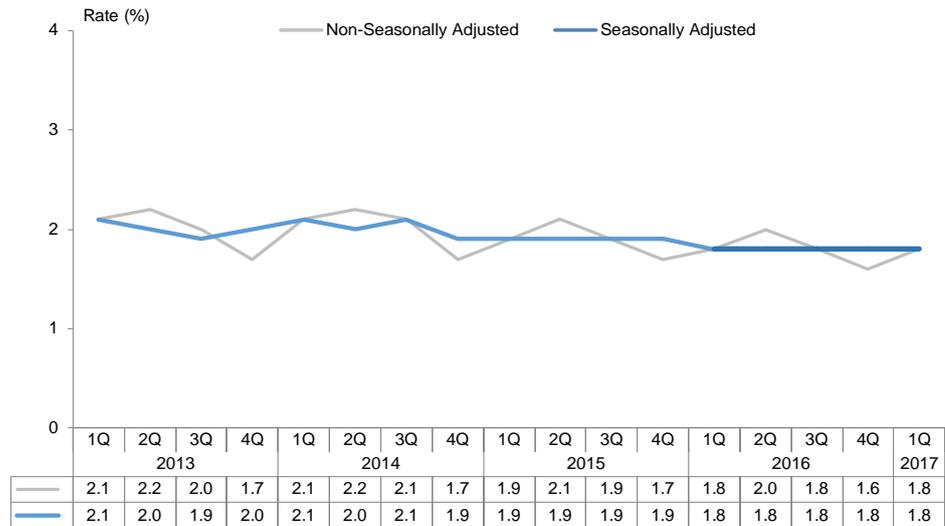
After an uptick in the fourth quarter of 2016, the seasonally adjusted recruitment rate declined to 2.1% in the first quarter of 2017. The recruitment rate has been on a general downtrend since the third quarter of 2014. Meanwhile, resignation rate held steady at 1.8%, since the beginning of 2016.

Year-on-year, the decline in recruitment and resignation rates was broad-based across most occupational groups and industries. The declines were more notable in information and communications and in high churn sectors such as retail trade, accommodation and food & beverage services.

Chart 16 Average Monthly Recruitment And Resignation Rates



Resignation Rate



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 person who resigned / who were recruited in a month divided by the average number of employees in the establishment.

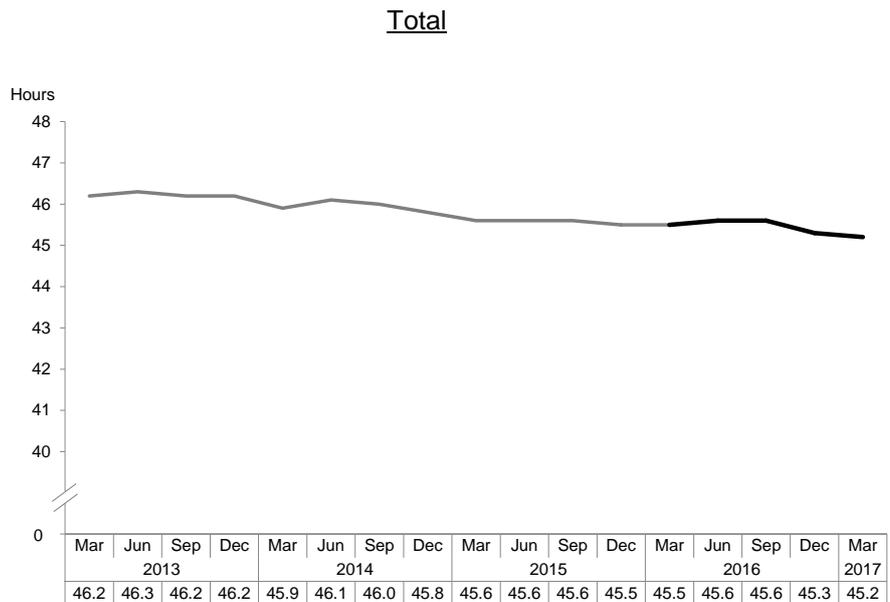
Hours Worked

Paid hours worked per employee edged down in March

The average total weekly paid hours worked⁸ per employee was marginally lower in March 2017 (45.2 hours) than in December 2016 (45.3), reflecting the dip in paid overtime hours from 3.1 hours to 3.0 hours. The average paid hours was also below the levels posted a year ago.

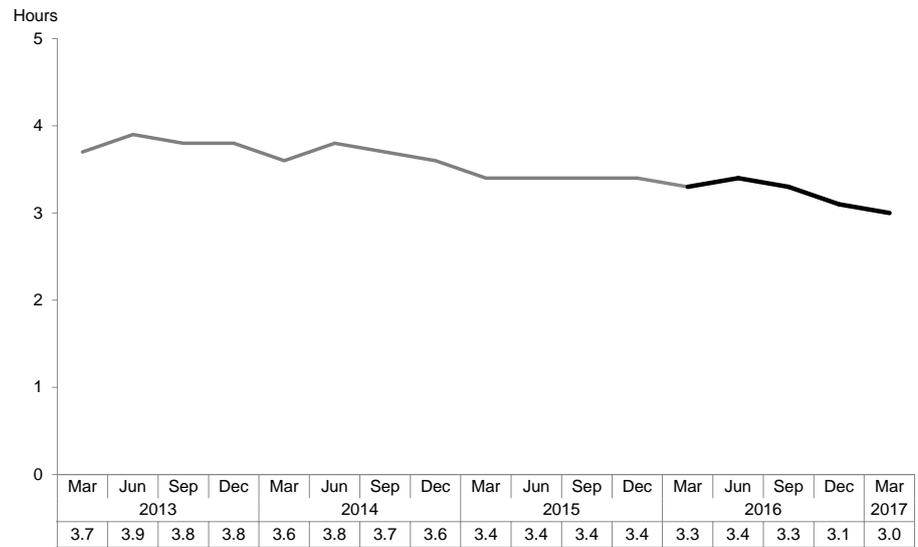
Manufacturing continued to see sustained year-on-year declines in hours worked in March 2017, especially in transport equipment manufacturing. Construction also saw a more pronounced decline in paid hours over the year. Conversely, security & investigation recorded the largest increase in hours worked over the year, which marked its fourth consecutive quarter of year-on-year increase.

Chart 17 Average Weekly Paid Hours Worked Per Employee



⁸ Average weekly paid hours worked per employee are based on the last month of each quarter.

Overtime



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.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2014	2015	2016	Mar	
				2016	2017
TOTAL	2.7	2.8	3.0	2.5	3.0
GENDER					
Males	2.7	2.7	3.0	2.4	2.9
Females	2.9	2.9	3.0	2.7	3.2
AGE GROUP (YEARS)					
Below 30	5.2	5.1	5.0	3.8	4.6
30 - 39	2.2	1.9	2.3	2.1	2.3
40 & Over	2.2	2.3	2.6	2.3	2.8
40 - 49	2.1	2.4	2.4	2.4	2.4
50 & Over	2.3	2.4	2.7	2.2	3.1
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.5	2.4	1.8	2.7
Secondary	2.8	2.7	3.1	2.5	3.0
Post-Secondary (Non-Tertiary)	2.7	3.0	3.2	2.6	3.1
Diploma & Professional Qualification	2.9	2.9	3.1	2.3	3.5
Degree	2.9	2.8	3.1	3.0	3.0

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	Mar	
				2016	2017
TOTAL	61.2	62.5	67.4	57.3	69.5
GENDER					
Males	31.8	33.2	36.2	29.8	35.9
Females	29.4	29.2	31.2	27.5	33.6
AGE GROUP (YEARS)					
Below 30	22.1	22.2	21.8	16.3	19.7
30 - 39	11.5	9.9	11.9	11.2	12.0
40 & Over	27.7	30.4	33.7	29.7	37.9
40 - 49	11.4	12.6	12.8	12.9	13.0
50 & Over	16.3	17.8	20.9	16.9	24.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	11.1	10.6	10.1	7.7	11.5
Secondary	11.6	11.3	12.3	10.5	12.4
Post-Secondary (Non-Tertiary)	6.4	7.4	7.5	5.9	6.8
Diploma & Professional Qualification	12.1	12.5	13.2	9.7	15.2
Degree	20.1	20.6	24.2	23.4	23.6

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	2014	2015	2016	Per Cent	
				Mar	
				2016	2017
TOTAL	0.6	0.6	0.8	0.7	0.8
GENDER					
Males	0.6	0.6	0.9	0.8	0.9
Females	0.5	0.5	0.6	0.5	0.7
AGE GROUP (YEARS)					
Below 30	0.5	0.5	0.6	0.5	0.9
30 - 39	0.4	0.5	0.6	0.5	0.5
40 & Over	0.6	0.7	0.9	0.8	0.8
40 - 49	0.5	0.7	0.8	0.8	0.8
50 & Over	0.8	0.7	1.0	0.8	0.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.5	0.4	0.6	0.6	0.6
Secondary	0.5	0.5	0.7	0.6	0.7
Post-Secondary (Non-Tertiary)	0.6	0.6	0.6	0.3	0.7
Diploma & Professional Qualification	0.5	0.5	0.7	0.5	1.1
Degree	0.6	0.8	1.0	0.9	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

Characteristics	2014	2015	2016	In Thousands	
				Mar	
				2016	2017
TOTAL	12.1	12.7	17.0	15.0	17.6
GENDER					
Males	7.5	7.6	10.6	9.4	10.5
Females	4.5	5.1	6.3	5.6	7.1
AGE GROUP (YEARS)					
Below 30	2.0	1.9	2.4	2.2	3.7
30 - 39	1.8	2.2	2.9	2.5	2.7
40 & Over	8.2	8.5	11.7	10.3	11.2
40 - 49	2.7	3.5	4.3	4.5	4.2
50 & Over	5.6	5.0	7.4	5.8	7.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.2	1.8	2.6	2.5	2.5
Secondary	2.2	2.2	2.9	2.5	2.8
Post-Secondary (Non-Tertiary)	1.2	1.4	1.2	0.6	1.6
Diploma & Professional Qualification	2.1	2.0	2.9	2.1	4.7
Degree	4.3	5.4	7.3	7.3	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 Mar 2017
	2014	2015	2016	2016				2017	
				1Q	2Q	3Q	4Q		
TOTAL	130.1	32.3	16.8	13.0	4.2	-2.7	2.3	-6.8	3 666.3
C10-32 MANUFACTURING	-4.4	-22.1	-15.5	-1.9	-3.4	-3.6	-6.5	-4.3	494.1
C10-12 Food, Beverages & Tobacco	2.0	2.8	1.2	0.4	-0.1	0.4	0.5	0.6	46.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	-0.6	-2.7	-1.9	-0.4	-0.6	-0.4	-0.6	-0.1	32.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	-3.1	-4.6	5.5	2.1	2.6	0.3	0.5	0.4	63.5
C25,28 Fabricated Metal Products, Machinery & Equipment	0.3	-5.5	-7.1	-1.4	-1.8	-1.7	-2.2	-0.7	95.9
C26 Electronic, Computer & Optical Products	-0.9	-1.7	-3.0	-1.6	-1.4	-0.3	0.3	0.4	84.7
C29-30 Transport Equipment	-3.4	-11.4	-9.2	-0.7	-1.5	-1.8	-5.2	-4.8	108.0
Other Manufacturing Industries	1.4	1.0	-0.8	-0.3	-0.6	-	0.1	-0.1	62.8
F41-43 CONSTRUCTION	14.3	8.6	-11.5	1.9	0.2	-5.3	-8.3	-12.5	475.9
G-U SERVICES	119.7	45.5	44.2	13.2	7.6	6.3	17.1	9.9	2 669.2
G46-47 WHOLESALE AND RETAIL TRADE	20.5	-9.4	0.8	-0.7	-1.1	-0.9	3.6	-3.4	488.2
G46 Wholesale Trade	10.5	-1.5	-0.6	-	0.1	-0.2	-0.4	-0.6	324.4
G47 Retail Trade	10.0	-7.9	1.4	-0.7	-1.2	-0.7	4.0	-2.7	163.8
H49-53 TRANSPORTATION AND STORAGE	7.5	3.1	4.1	1.8	1.7	0.7	-0.1	0.4	241.6
H49,5221 Land Transport & Supporting Services	2.8	2.5	4.4	1.4	1.5	0.8	0.6	0.9	98.3
H50,5222, 5225 Water Transport & Supporting Services	2.2	-	-0.9	-0.1	-0.1	-0.3	-0.3	-0.5	49.8
H51,5223 Air Transport & Supporting Services	-0.3	0.4	-1.1	-	0.1	-	-1.3	-	28.1
Other Transportation & Storage Services	2.8	0.2	1.7	0.4	0.2	0.1	0.9	-	65.4
I55-56 ACCOMMODATION AND FOOD SERVICES	9.1	4.8	6.0	-	0.6	0.7	4.7	0.1	246.8
I55 Accommodation	-0.1	-0.3	-0.9	-0.4	-0.4	0.6	-0.7	-0.7	33.5
I56 Food & Beverage Services	9.2	5.2	6.9	0.3	1.0	0.1	5.4	0.8	213.3
J58-63 INFORMATION AND COMMUNICATIONS	6.4	5.4	2.2	0.9	0.2	1.0	-	1.1	128.6
J58-61 Telecommunications, Broadcasting & Publishing	1.3	0.1	-1.2	-0.1	-0.3	-0.3	-0.5	-0.3	39.6
J62-63 IT & Other Information Services	5.1	5.3	3.4	1.0	0.5	1.4	0.5	1.4	89.0
K64-66 FINANCIAL AND INSURANCE SERVICES	9.3	4.5	2.8	1.9	-2.6	0.4	3.1	3.3	207.5
K64 & 66 (excl.662) Financial Services	6.1	3.9	1.4	1.6	-3.0	0.2	2.6	2.4	171.2
K65 & 662 Insurance Services	3.2	0.6	1.4	0.3	0.4	0.2	0.5	0.8	36.4
L68 REAL ESTATE SERVICES	6.9	-5.1	0.2	1.0	-0.9	-0.1	0.2	0.7	91.6
M69-75 PROFESSIONAL SERVICES	14.0	7.7	3.8	0.2	3.2	1.2	-0.8	-0.7	247.1
M69-70 Legal, Accounting & Management Services	8.1	10.5	5.9	0.9	3.5	2.0	-0.5	-0.5	130.2
M71 Architectural & Engineering Services	0.3	-1.5	-2.5	-0.6	-0.9	-0.5	-0.5	-0.5	60.2
Other Professional Services	5.5	-1.2	0.4	-0.1	0.5	-0.3	0.2	0.3	56.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	13.6	12.3	4.2	-0.4	1.4	0.6	2.6	1.5	218.9
N80 Security & Investigation	2.6	2.2	1.6	0.5	0.8	0.4	-0.1	0.7	44.6
N81 Cleaning & Landscaping	3.3	7.4	2.2	0.6	0.9	0.4	0.3	1.2	61.1
Other Administrative & Support Services	7.7	2.8	0.4	-1.5	-0.3	-0.2	2.3	-0.4	113.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	32.4	22.4	20.2	8.6	5.1	2.8	3.7	6.7	799.0
O84,P85 Public Administration & Education	8.9	4.9	6.3	2.7	1.6	0.7	1.3	1.5	246.8
Q86-88 Health & Social Services	8.5	7.3	5.8	1.6	1.4	1.4	1.4	1.5	144.0
R90-93 Arts, Entertainment & Recreation	2.1	0.6	-0.5	0.1	0.1	-0.9	0.1	-0.2	55.4
S,T,U Other Community, Social & Personal Services	12.9	9.6	8.7	4.1	2.0	1.6	1.0	3.8	352.8
A,B,D,E,V OTHERS*	0.5	0.3	-0.4	-0.2	-0.2	-0.1	0.1	0.2	27.1

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	2016				2017
				1Q	2Q	3Q	4Q	1Q
TOTAL	12 930	15 580	19 170	4 710	4 800	4 220	5 440	4 000
INDUSTRY (SSIC 2010)								
F10-32 MANUFACTURING	3 970	5 210	6 280	1 790	1 380	1 120	1 990	890
C10-12 Food, Beverages & Tobacco	120	80	330	180	50	70	20	50
C17,18,22 Paper / Rubber / Plastic Products & Printing	150	570	410	160	130	30	90	50
C19-21 Petroleum, Chemical & Pharmaceutical Products	170	320	360	140	60	30	130	140
C25,28 Fabricated Metal Products, Machinery & Equipment	1 330	1 680	2 360	530	540	500	790	370
C26 Electronic, Computer & Optical Products	1 300	1 690	1 670	500	340	180	660	80
C29-30 Transport Equipment	460	670	760	240	130	160	240	170
Other Manufacturing Industries	460	200	390	40	130	150	70	40
F41-43 CONSTRUCTION	1 690	1 780	1 920	390	350	600	580	660
G-U SERVICES	7 260	8 510	10 880	2 530	3 000	2 510	2 840	2 440
G46-47 WHOLESALE AND RETAIL TRADE	2 190	2 180	2 380	550	820	470	550	650
G46 Wholesale Trade	1 490	2 150	2 200	510	730	440	510	510
G47 Retail Trade	700	30	180	30	80	30	40	140
H49-53 TRANSPORTATION AND STORAGE	470	690	870	230	230	120	280	150
H49,5221 Land Transport & Supporting Services	-	60	10	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	210	280	490	170	80	90	140	80
H51,5223 Air Transport & Supporting Services	20	110	160	10	90	-	50	10
Other Transportation & Storage Services	240	250	220	50	60	30	80	60
I55-56 ACCOMMODATION AND FOOD SERVICES	380	200	350	100	20	200	20	60
I55 Accommodation	240	10	70	-	-	60	10	20
I56 Food & Beverage Services	140	190	280	100	20	140	10	40
J58-63 INFORMATION AND COMMUNICATIONS	790	710	970	410	150	160	260	250
J58-61 Telecommunications, Broadcasting & Publishing	350	280	570	300	60	60	150	140
J62-63 IT & Other Information Services	440	430	400	110	80	100	110	110
K64-66 FINANCIAL AND INSURANCE SERVICES	1 350	1 760	2 310	470	540	650	640	510
K64 & 66 (excl.662) Financial Services	1 280	1 710	2 210	430	520	640	630	500
K65 & 662 Insurance Services	60	50	90	50	30	10	10	10
L68 REAL ESTATE SERVICES	90	50	90	10	20	10	40	20
M69-75 PROFESSIONAL SERVICES	1 520	2 290	2 730	620	730	670	720	470
M69-70 Legal, Accounting & Management Services	1 030	1 180	1 410	310	370	300	430	300
M71 Architectural & Engineering Services	350	940	1 040	250	310	280	200	120
Other Professional Services	140	170	280	60	60	80	80	50
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	360	400	350	90	60	110	100	190
N80 Security & Investigation	110	70	20	-	-	20	-	120
N81 Cleaning & Landscaping	10	50	60	40	20	-	-	20
Other Administrative & Support Services	230	280	270	50	40	90	90	60
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	130	230	850	60	430	120	240	150
O84,P85 Public Administration & Education	40	40	50	-	10	20	20	-
Q86-88 Health & Social Services	20	90	40	20	-	10	10	20
R90-93 Arts, Entertainment & Recreation	20	10	500	0.0	400	90	10	110
S,T,U Other Community, Social & Personal Services	50	80	260	30	20	-	200	10
A,B,D,E,V OTHERS*	10	80	100	-	70	-	20	10
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6 530	8 550	10 890	2 680	2 640	2 390	3 180	2 380
Clerical, Sales & Service Workers	1 860	1 550	2 100	400	800	540	350	500
Production & Transport Operators, Cleaners & Labourers	4 540	5 480	6 190	1 620	1 360	1 290	1 910	1 120

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

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

- : nil or negligible

Notes :

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

3.2 REDUNDANCY

WORKERS MADE REDUNDANT BY INDUSTRY, REASONS FOR REDUNDANCY AND OCCUPATIONAL GROUP, FIRST QUARTER 2017

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	1 370	1 000	820	2 160	30	130	240	4 000	2 380	500	1 120
C10-32 MANUFACTURING	520	170	40	280	-	60	-	890	400	70	420
C10-12 Food, Beverages & Tobacco	-	-	-	50	-	-	-	50	40	-	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	40	-	-	-	50	10	-	40
C19-21 Petroleum, Chemical & Pharmaceutical Products	60	10	-	70	-	-	-	140	80	10	60
C25,28 Fabricated Metal Products, Machinery & Equipment	330	60	20	30	-	-	-	370	170	50	150
C26 Electronic, Computer & Optical Products	10	-	-	60	-	-	-	80	60	-	20
C29-30 Transport Equipment	90	90	-	10	-	60	-	170	30	-	130
Other Manufacturing Industries	20	10	10	20	-	-	-	40	20	10	10
F41-43 CONSTRUCTION	500	440	290	80	-	50	-	660	170	40	450
G-U SERVICES	340	390	490	1 800	30	20	240	2 440	1 800	390	250
G46-47 WHOLESALE AND RETAIL TRADE	140	180	180	510	10	10	-	650	440	110	100
G46 Wholesale Trade	140	180	70	390	10	10	-	510	370	70	70
G47 Retail Trade	-	10	110	120	-	-	-	140	70	50	20
H49-53 TRANSPORTATION AND STORAGE	60	50	30	90	-	-	-	150	80	30	40
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	30	20	20	60	-	-	-	80	50	10	30
H51,5223 Air Transport & Supporting Services	-	-	-	10	-	-	-	10	-	-	-
Other Transportation & Storage Services	30	30	10	30	-	-	-	60	30	20	10
I55-56 ACCOMMODATION AND FOOD SERVICES	-	30	10	10	-	-	20	60	30	20	20
I55 Accommodation	-	-	-	-	-	-	20	20	10	10	10
I56 Food & Beverage Services	-	30	10	10	-	-	-	40	20	10	10
J58-63 INFORMATION AND COMMUNICATIONS	20	10	50	210	20	10	-	250	220	30	-
J58-61 Telecommunications, Broadcasting & Publishing	20	-	10	130	10	-	-	140	110	30	-
J62-63 IT & Other Information Services	-	-	40	70	-	10	-	110	100	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	20	30	100	490	-	-	-	510	500	10	-
K64 & 66 (excl.662) Financial Services	20	30	100	480	-	-	-	500	490	10	-
K65 & 662 Insurance Services	-	-	-	10	-	-	-	10	10	-	-
L68 REAL ESTATE SERVICES	-	-	-	10	-	-	-	20	10	10	-
M69-75 PROFESSIONAL SERVICES	80	70	120	380	-	-	-	470	450	10	10
M69-70 Legal, Accounting & Management Services	10	10	110	280	-	-	-	300	290	10	-
M71 Architectural & Engineering Services	60	60	10	60	-	-	-	120	120	-	-
Other Professional Services	10	-	-	40	-	-	-	50	40	-	10
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	10	20	-	60	-	-	120	190	30	120	40
N80 Security & Investigation	-	-	-	-	-	-	120	120	-	120	-
N81 Cleaning & Landscaping	-	20	-	-	-	-	-	20	-	-	10
Other Administrative & Support Services	10	-	-	60	-	-	-	60	30	10	20
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	-	40	-	-	100	150	60	50	40
O84,P85 Public Administration & Education	-	-	-	-	-	-	-	-	-	-	-
Q86-88 Health & Social Services	-	-	-	20	-	-	-	20	10	10	-
R90-93 Arts, Entertainment & Recreation	-	-	-	10	-	-	100	110	40	40	40
S,T,U Other Community, Social & Personal Services	-	-	-	10	-	-	-	10	10	-	10
A,B,D,E,V OTHERS**	-	-	-	-	-	-	-	10	10	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

- 1) Establishments can indicate more than one reason for their redundancies.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.
- 4) The method to compile the reasons due to high costs and reorganisation/restructuring has been revised to be based on the number of establishments, instead of the number of times the reason is selected.

3.3 RETRENCHMENT

RETRENCHED WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Workers

	2014	2015	2016	2016				2017
				1Q	2Q	3Q	4Q	1Q
TOTAL	10 910	13 440	16 810	4 090	4 400	3 520	4 810	3 480
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	3 350	4 790	5 620	1 550	1 250	950	1 860	740
C10-12 Food, Beverages & Tobacco	120	80	290	150	50	70	20	50
C17,18,22 Paper / Rubber / Plastic Products & Printing	150	560	360	120	130	30	80	50
C19-21 Petroleum, Chemical & Pharmaceutical Products	160	310	360	140	60	30	130	130
C25,28 Fabricated Metal Products, Machinery & Equipment	1 060	1 450	2 210	520	500	460	720	290
C26 Electronic, Computer & Optical Products	1 290	1 680	1 670	490	340	180	660	80
C29-30 Transport Equipment	280	530	480	90	110	90	190	110
Other Manufacturing Industries	290	180	260	40	60	90	60	40
F41-43 CONSTRUCTION	990	770	870	150	210	250	260	370
G-U SERVICES	6 560	7 800	10 230	2 380	2 870	2 310	2 670	2 370
G46-47 WHOLESALE AND RETAIL TRADE	2 090	2 100	2 310	520	800	450	540	650
G46 Wholesale Trade	1 390	2 080	2 130	490	720	420	500	510
G47 Retail Trade	700	30	170	30	80	20	40	140
H49-53 TRANSPORTATION AND STORAGE	390	510	720	200	210	100	210	150
H49,5221 Land Transport & Supporting Services	-	40	-	-	-	-	-	-
H50,5222,5225 Water Transport & Supporting Services	190	200	430	140	80	70	140	80
H51,5223 Air Transport & Supporting Services	20	70	110	10	90	-	-	10
Other Transportation & Storage Services	180	190	190	50	40	30	70	60
I55-56 ACCOMMODATION AND FOOD SERVICES	370	190	320	80	20	200	20	60
I55 Accommodation	240	10	70	-	-	60	10	20
I56 Food & Beverage Services	120	180	250	80	20	140	10	40
J58-63 INFORMATION AND COMMUNICATIONS	570	620	910	400	140	140	240	240
J58-61 Telecommunications, Broadcasting & Publishing	350	280	530	300	60	40	130	140
J62-63 IT & Other Information Services	230	350	380	100	80	100	100	100
K64-66 FINANCIAL AND INSURANCE SERVICES	1 330	1 700	2 290	460	540	650	640	510
K64 & 66 (excl.662) Financial Services	1 270	1 660	2 200	420	510	630	630	500
K65 & 662 Insurance Services	50	50	90	50	30	10	10	10
L68 REAL ESTATE SERVICES	90	50	70	10	20	10	30	20
M69-75 PROFESSIONAL SERVICES	1 410	2 150	2 600	590	690	630	700	450
M69-70 Legal, Accounting & Management Services	1 020	1 170	1 380	300	360	280	430	290
M71 Architectural & Engineering Services	270	820	960	240	280	260	190	120
Other Professional Services	130	160	260	50	50	80	80	40
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	220	270	230	70	50	30	70	170
N80 Security & Investigation	80	70	-	-	-	-	-	120
N81 Cleaning & Landscaping	10	30	50	30	20	-	-	-
Other Administrative & Support Services	130	170	180	40	40	30	70	60
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	100	210	770	50	400	110	220	140
O84,P85 Public Administration & Education	20	40	40	-	10	10	10	-
Q86-88 Health & Social Services	20	80	30	10	-	10	10	10
R90-93 Arts, Entertainment & Recreation	20	10	480	10	380	90	10	110
S,T,U Other Community, Social & Personal Services	50	80	230	30	10	-	200	10
A,B,D,E,V OTHERS*	10	80	100	-	70	-	20	10
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 990	8 140	10 490	2 590	2 580	2 230	3 080	2 300
Clerical, Sales & Service Workers	1 710	1 500	1 940	350	750	500	330	470
Production & Transport Operators, Cleaners & Labourers	3 210	3 800	4 390	1 140	1 070	790	1 390	720

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	2016				2017
					1Q	2Q	3Q	4Q	1Q
TOTAL		2 020	2 140	2 360	620	400	710	630	510
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	620	430	660	240	130	160	130	140
C10-12	Food, Beverages & Tobacco	-	10	40	30	-	-	-	-
C17,18,22	Paper / Rubber / Plastic Products & Printing	-	10	50	50	-	-	10	-
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	10	-	-	-	-	-	10
C25,28	Fabricated Metal Products, Machinery & Equipment	270	230	150	10	40	40	70	80
C26	Electronic, Computer & Optical Products	-	10	10	-	-	-	-	-
C29-30	Transport Equipment	170	140	280	150	20	70	50	60
	Other Manufacturing Industries	170	20	130	-	70	50	10	-
F41-43	CONSTRUCTION	700	1 010	1 050	230	140	350	320	290
G-U	SERVICES	700	710	650	150	130	200	170	80
G46-47	WHOLESALE AND RETAIL TRADE	100	80	70	30	10	20	10	10
G46	Wholesale Trade	100	80	70	20	10	20	10	10
G47	Retail Trade	-	-	10	10	-	-	-	-
H49-53	TRANSPORTATION AND STORAGE	80	180	150	40	20	30	70	-
H49,5221	Land Transport & Supporting Services	-	10	-	-	-	-	-	-
H50,5222,5225	Water Transport & Supporting Services	10	80	60	40	-	20	-	-
H51,5223	Air Transport & Supporting Services	-	40	50	-	-	-	50	-
	Other Transportation & Storage Services	60	50	30	-	10	-	10	-
I55-56	ACCOMMODATION AND FOOD SERVICES	20	10	30	10	10	10	-	-
I55	Accommodation	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	20	10	30	10	10	10	-	-
J58-63	INFORMATION AND COMMUNICATIONS	210	90	50	10	10	20	20	10
J58-61	Telecommunications, Broadcasting & Publishing	10	-	30	-	-	20	20	-
J62-63	IT & Other Information Services	210	90	20	10	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	50	40	20	20
M69-70	Legal, Accounting & Management Services	20	10	30	-	10	20	10	10
M71	Architectural & Engineering Services	90	120	80	10	30	20	10	-
	Other Professional Services	10	10	20	10	10	-	-	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	140	130	120	10	-	70	30	20
N80	Security & Investigation	40	-	20	-	-	20	-	-
N81	Cleaning & Landscaping	-	20	10	10	-	-	-	10
	Other Administrative & Support Services	100	110	90	10	-	60	20	10
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	30	70	10	40	10	20	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	-	-	10
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	90	60	160	100	80
	Clerical, Sales & Service Workers	140	50	160	50	50	40	20	30
	Production & Transport Operators, Cleaners & Labourers	1 330	1 670	1 800	480	290	510	510	400

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

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

- : nil or negligible

Notes :

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

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

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	2016				2017
				1Q	2Q	3Q	4Q	1Q
<u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	260	810	950	920	730	1 000	1 160	1 180
SECTOR								
Manufacturing	130	530	600	530	450	710	710	760
Construction	100	170	110	140	90	70	150	110
Services	30	110	240	260	200	220	300	300
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	40	260	260	200	210	290	340	480
Clerical, Sales & Service Workers	10	50	100	80	70	110	140	160
Production & Transport Operators, Cleaners & Labourers	210	500	590	640	450	600	680	540
<u>WORKERS ON SHORT WORK-WEEK</u>								
TOTAL	150	660	820	810	650	890	930	1 090
SECTOR								
Manufacturing	120	490	570	530	430	650	690	760
Construction	20	80	40	50	20	40	50	50
Services	20	90	200	240	190	200	190	280
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	30	250	230	200	200	240	280	470
Clerical, Sales & Service Workers	10	50	90	70	60	100	120	150
Production & Transport Operators, Cleaners & Labourers	120	370	500	540	390	540	530	470
<u>WORKERS ON TEMPORARY LAY-OFF</u>								
TOTAL	100	150	130	110	80	120	230	90
SECTOR								
Manufacturing	10	40	30	-	20	70	20	-
Construction	80	100	70	90	60	20	100	70
Services	10	10	40	20	10	30	110	20
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	10	30	-	0.0	50	60	20
Clerical, Sales & Service Workers	-	-	10	10	10	10	20	-
Production & Transport Operators, Cleaners & Labourers	90	140	90	100	60	60	150	70

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	2014	2015	2016	2016				Per Cent
								2017
				1Q	2Q	3Q	4Q	1Q
TOTAL	69.8	71.8	64.5	64.4	65.7	63.4	64.7	64.4
GENDER								
Males	67.5	69.0	62.5	61.5	65.6	59.3	63.6	60.2
Females	72.5	75.0	67.4	68.8	65.9	68.5	66.4	69.5
AGE GROUP (YEARS)								
Below 30	85.0	84.8	80.7	81.5	85.5	74.1	81.6	78.4
30 - 39	76.8	76.3	73.4	73.2	73.7	72.0	75.0	71.8
40 & Over	65.1	67.7	58.7	58.2	60.0	58.5	58.2	59.5
40 - 49	68.8	72.0	64.1	62.9	65.9	64.0	63.4	63.9
50 & Over	60.7	63.5	52.9	52.4	53.3	53.6	52.3	55.0
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	73.1	80.6	66.3	59.9	68.7	63.8	72.9	70.6
Secondary	76.5	76.8	66.3	67.1	65.9	65.2	67.0	72.3
Post-Secondary (Non-Tertiary)	73.2	73.3	65.4	65.0	66.5	63.3	66.9	62.0
Diploma & Professional Qualification	73.6	73.4	69.0	73.1	69.5	67.5	66.0	67.5
Degree	64.1	64.8	60.4	61.2	60.4	60.2	60.0	59.5
OCCUPATIONAL GROUP PRIOR TO REDUNDANCY								
Professionals, Managers, Executives & Technicians	65.5	67.0	62.4	63.4	63.0	60.9	62.2	60.6
Clerical, Sales & Service Workers	78.5	83.1	71.6	71.5	72.9	74.6	67.4	77.7
Production & Transport Operators, Cleaners & Labourers	77.0	78.6	68.4	63.6	70.2	66.3	73.5	68.1

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 in a quarter for residents made redundant six months ago.
- 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 six months post-redundancy.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2014	2015	2016	Mar	
				2016	2017
TOTAL	63.3	59.3	49.5	49.2	45.3
INDUSTRY (SSIC 2010)					
C10-32 MANUFACTURING	8.5	7.0	5.8	5.9	6.6
C10-12 Food, Beverages & Tobacco	0.8	0.8	0.6	0.8	0.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	0.4	0.3	0.3	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	0.5	0.4	0.4	0.4
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	1.4	1.0	1.2	1.1
C26 Electronic, Computer & Optical Products	2.1	2.0	1.9	1.5	2.8
C29-30 Transport Equipment	1.7	1.2	0.8	1.0	1.0
Other Manufacturing Industries	0.7	0.7	0.7	0.8	0.5
F41-43 CONSTRUCTION	3.6	2.9	2.0	2.0	1.4
G-U SERVICES	50.7	48.9	41.3	40.9	36.9
G46-47 WHOLESALE AND RETAIL TRADE	7.9	7.2	6.2	6.2	5.9
G46 Wholesale Trade	4.1	4.0	2.8	2.8	2.9
G47 Retail Trade	3.9	3.3	3.4	3.4	2.9
H49-53 TRANSPORTATION AND STORAGE	4.2	3.8	2.9	3.2	3.1
H49,5221 Land Transport & Supporting Services	1.1	0.9	0.7	0.8	0.4
H50,5222, 5225 Water Transport & Supporting Services	0.8	0.5	0.3	0.4	0.7
H51,5223 Air Transport & Supporting Services	0.9	1.0	0.7	0.8	0.7
Other Transportation & Storage Services	1.4	1.4	1.2	1.2	1.3
I55-56 ACCOMMODATION AND FOOD SERVICES	7.4	7.2	5.7	5.9	4.3
I55 Accommodation	1.8	1.8	1.6	1.7	1.4
I56 Food & Beverage Services	5.6	5.4	4.0	4.3	2.9
J58-63 INFORMATION AND COMMUNICATIONS	2.4	2.8	2.9	2.7	2.6
J58-61 Telecommunications, Broadcasting & Publishing	0.6	0.7	0.9	0.8	0.9
J62-63 IT & Other Information Services	1.8	2.0	2.0	1.9	1.7
K64-66 FINANCIAL AND INSURANCE SERVICES	3.8	3.7	3.2	3.2	3.7
K64 & 66 (excl.662) Financial Services	3.4	3.3	2.8	2.7	3.3
K65 & 662 Insurance Services	0.4	0.4	0.5	0.6	0.5
L68 REAL ESTATE SERVICES	2.3	2.2	1.6	1.2	1.2
M69-75 PROFESSIONAL SERVICES	3.5	4.1	3.3	3.3	2.6
M69-70 Legal, Accounting & Management Services	1.9	2.5	1.9	1.8	1.9
M71 Architectural & Engineering Services	0.9	0.8	0.7	0.7	0.5
Other Professional Services	0.7	0.8	0.7	0.8	0.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.4	5.3	4.9	4.5	4.3
N80 Security & Investigation	2.0	2.4	2.3	2.3	2.0
N81 Cleaning & Landscaping	1.8	1.6	1.4	1.1	1.3
Other Administrative & Support Services	1.6	1.3	1.2	1.2	1.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	13.7	12.6	10.8	10.7	9.3
O84,P85 Public Administration & Education	6.5	5.9	5.4	4.8	4.4
Q86-88 Health & Social Services	4.4	3.6	3.1	3.1	2.7
R90-93 Arts, Entertainment & Recreation	1.5	2.0	1.4	1.8	1.6
S,T,U Other Community, Social & Personal Services	1.2	1.1	0.8	1.0	0.6
A,B,D,E,V OTHERS*	0.5	0.5	0.4	0.3	0.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	28.4	28.6	25.0	24.6	23.7
Clerical, Sales & Service Workers	18.4	16.9	13.7	13.7	10.9
Production & Transport Operators, Cleaners & Labourers	16.5	13.9	10.9	10.9	10.7

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				
				2014	2015	2016	Mar	
							2016	2017
TOTAL				3.0	2.8	2.3	2.4	2.3
INDUSTRY (SSIC 2010)								
C10-32	MANUFACTURING			2.1	1.8	1.6	1.6	1.9
C10-12	Food, Beverages & Tobacco			3.0	2.6	2.1	2.5	1.9
C17,18,22	Paper / Rubber / Plastic Products & Printing			2.2	1.6	1.3	1.3	1.8
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.8	1.8	1.6	1.3	1.5
C25,28	Fabricated Metal Products, Machinery & Equipment			2.1	1.4	1.1	1.4	1.4
C26	Electronic, Computer & Optical Products			2.5	2.3	2.4	1.9	3.6
C29-30	Transport Equipment			1.7	1.3	0.9	1.1	1.1
	Other Manufacturing Industries			1.9	1.9	1.9	1.9	1.3
F41-43	CONSTRUCTION			1.2	0.9	0.6	0.7	0.5
G-U	SERVICES			3.7	3.5	2.9	2.9	2.8
G46-47	WHOLESALE AND RETAIL TRADE			3.3	2.9	2.6	2.6	2.6
G46	Wholesale Trade			2.5	2.3	1.8	1.8	1.9
G47	Retail Trade			5.1	4.3	4.4	4.5	4.0
H49-53	TRANSPORTATION AND STORAGE			2.8	2.4	1.9	2.1	2.1
H49,5221	Land Transport & Supporting Services			3.3	2.4	1.8	2.2	1.2
H50,5222,5225	Water Transport & Supporting Services			2.2	1.3	0.9	1.1	1.9
H51,5223	Air Transport & Supporting Services			2.7	3.0	2.1	2.5	2.1
	Other Transportation & Storage Services			3.1	3.0	2.6	2.6	3.1
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	6.0
I56	Food & Beverage Services			5.5	5.0	3.7	4.0	3.4
J58-63	INFORMATION AND COMMUNICATIONS			3.5	3.8	3.9	3.8	3.9
J58-61	Telecommunications, Broadcasting & Publishing			2.3	2.5	3.1	2.8	3.1
J62-63	IT & Other Information Services			4.3	4.8	4.5	4.4	4.5
K64-66	FINANCIAL AND INSURANCE SERVICES			2.9	2.8	2.4	2.4	2.8
K64 & 66 (excl.662)	Financial Services			2.9	2.8	2.4	2.3	2.8
K65 & 662	Insurance Services			2.8	2.5	2.6	3.1	2.7
L68	REAL ESTATE SERVICES			3.9	3.8	2.9	2.3	2.2
M69-75	PROFESSIONAL SERVICES			2.7	3.0	2.5	2.5	2.3
M69-70	Legal, Accounting & Management Services			3.0	3.8	3.0	2.8	3.1
M71	Architectural & Engineering Services			1.9	1.7	1.6	1.6	1.3
	Other Professional Services			3.3	3.5	3.1	3.7	1.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			4.5	3.9	3.3	3.2	3.1
N80	Security & Investigation			5.0	5.6	4.9	5.0	4.3
N81	Cleaning & Landscaping			4.3	3.3	2.5	2.1	2.5
	Other Administrative & Support Services			4.1	2.9	2.7	2.8	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			4.1	3.7	3.1	3.1	2.7
O84,P85	Public Administration & Education			3.9	3.4	3.0	2.7	2.5
Q86-88	Health & Social Services			4.8	3.8	3.1	3.2	2.8
R90-93	Arts, Entertainment & Recreation			3.8	4.8	3.5	4.4	4.1
S,T,U	Other Community, Social & Personal Services			4.1	3.5	2.7	3.4	2.3
A,B,D,E,V	OTHERS*			2.5	2.3	1.8	1.5	1.7
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			3.0	2.9	2.5	2.5	2.5
	Clerical, Sales & Service Workers			4.3	3.9	3.2	3.2	2.8
	Production & Transport Operators, Cleaners & Labourers			2.3	1.9	1.6	1.6	1.7

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

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

Notes :

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

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, MARCH 2017

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	45.3	2.3	23.7	2.5	10.9	2.8	10.7	1.7
C10-32 MANUFACTURING	6.6	1.9	2.6	1.8	0.4	1.4	3.7	2.1
C10-12 Food, Beverages & Tobacco	0.5	1.9	0.1	1.7	0.2	2.3	0.2	1.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.8	0.1	1.8	-	-	0.2	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	1.5	0.3	1.7	-	-	0.1	1.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.1	1.4	0.5	1.7	-	-	0.6	1.3
C26 Electronic, Computer & Optical Products	2.8	3.6	0.9	2.1	-	-	1.9	5.7
C29-30 Transport Equipment	1.0	1.1	0.4	1.5	0.1	1.1	0.5	1.0
Other Manufacturing Industries	0.5	1.3	0.2	1.6	-	-	0.2	1.2
F41-43 CONSTRUCTION	1.4	0.5	0.5	1.0	0.1	1.0	0.8	0.4
G-U SERVICES	36.9	2.8	20.5	2.8	10.4	3.0	6.1	2.5
G46-47 WHOLESALE AND RETAIL TRADE	5.9	2.6	2.7	2.6	2.5	2.8	0.7	2.0
G46 Wholesale Trade	2.9	1.9	2.0	2.3	0.5	1.4	0.5	1.6
G47 Retail Trade	2.9	4.0	0.7	4.5	2.0	3.9	0.3	3.5
H49-53 TRANSPORTATION AND STORAGE	3.1	2.1	0.8	1.8	0.8	1.9	1.6	2.5
H49,5221 Land Transport & Supporting Services	0.4	1.2	-	-	0.1	2.3	0.3	1.2
H50,5222,5225 Water Transport & Supporting Services	0.7	1.9	0.2	1.5	-	-	0.4	2.6
H51,5223 Air Transport & Supporting Services	0.7	2.1	0.3	3.5	0.3	1.5	0.1	2.7
Other Transportation & Storage Services	1.3	3.1	0.2	1.8	0.3	2.9	0.8	3.9
I55-56 ACCOMMODATION AND FOOD SERVICES	4.3	3.9	0.8	3.2	2.5	3.9	1.0	5.0
I55 Accommodation	1.4	6.0	0.3	3.9	0.6	6.4	0.5	8.0
I56 Food & Beverage Services	2.9	3.4	0.5	2.8	1.9	3.5	0.6	3.8
J58-63 INFORMATION AND COMMUNICATIONS	2.6	3.9	2.5	4.1	0.1	2.4	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.9	3.1	0.8	3.2	0.1	2.7	-	-
J62-63 IT & Other Information Services	1.7	4.5	1.7	4.7	-	-	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	3.7	2.8	3.4	2.8	0.3	2.9	-	-
K64 & 66 (excl.662) Financial Services	3.3	2.8	3.0	2.8	0.2	2.6	-	-
K65 & 662 Insurance Services	0.5	2.7	0.3	2.5	0.1	3.4	-	-
L68 REAL ESTATE SERVICES	1.2	2.2	0.3	1.6	0.2	2.8	0.6	2.6
M69-75 PROFESSIONAL SERVICES	2.6	2.3	2.2	2.5	0.2	2.0	0.2	1.0
M69-70 Legal, Accounting & Management Services	1.9	3.1	1.6	3.2	0.2	2.6	0.1	1.8
M71 Architectural & Engineering Services	0.5	1.3	0.4	1.5	-	-	0.1	0.8
Other Professional Services	0.3	1.6	0.3	1.8	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.3	3.1	0.7	2.8	2.0	4.0	1.5	2.5
N80 Security & Investigation	2.0	4.3	0.2	4.6	1.8	4.4	-	-
N81 Cleaning & Landscaping	1.3	2.5	-	-	0.1	3.1	1.2	2.6
Other Administrative & Support Services	1.0	2.5	0.5	2.7	0.2	2.5	0.3	2.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	9.3	2.7	7.2	2.8	1.7	2.5	0.4	2.1
O84,P85 Public Administration & Education	4.4	2.5	4.1	2.6	0.2	1.6	0.1	1.7
Q86-88 Health & Social Services	2.7	2.8	1.9	2.8	0.6	2.5	0.2	2.9
R90-93 Arts, Entertainment & Recreation	1.6	4.1	0.9	6.1	0.6	3.0	0.1	2.3
S,T,U Other Community, Social & Personal Services	0.6	2.3	0.3	2.4	0.2	2.7	0.1	1.4
A,B,D,E,V OTHERS*	0.4	1.7	0.2	1.3	-	-	0.2	2.5

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

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

- : nil or negligible

Notes :

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

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

				Per Cent				
				1Q				
				2016	2017			
				2014	2015	2016	2016	2017
TOTAL				2.6	2.4	2.2	2.3	2.0
INDUSTRY (SSIC 2010)								
C10-32	MANUFACTURING			1.8	1.6	1.6	1.6	1.6
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	1.5	2.4
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.8	1.4	1.3	1.3	1.6
C25,28	Fabricated Metal Products, Machinery & Equipment			1.9	1.5	1.4	1.5	1.6
C26	Electronic, Computer & Optical Products			1.7	1.6	1.6	1.8	1.7
C29-30	Transport Equipment			1.3	1.1	1.2	1.4	0.9
	Other Manufacturing Industries			2.0	1.8	1.8	1.7	1.4
F41-43	CONSTRUCTION			2.6	2.5	2.1	2.3	1.6
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	2.5	2.2
G46	Wholesale Trade			2.4	2.0	1.9	2.0	1.7
G47	Retail Trade			4.8	4.1	3.8	3.8	3.3
H49-53	TRANSPORTATION AND STORAGE			2.1	2.0	1.8	1.8	1.6
H49,5221	Land Transport & Supporting Services			2.1	2.2	1.9	1.8	1.5
H50,5222,5225	Water Transport & Supporting Services			1.9	1.7	1.4	1.4	1.5
H51,5223	Air Transport & Supporting Services			1.1	1.5	1.3	1.2	1.4
	Other Transportation & Storage Services			3.1	2.5	2.4	2.4	2.1
I55-56	ACCOMMODATION AND FOOD SERVICES			4.7	4.5	3.9	4.1	3.7
I55	Accommodation			3.4	3.5	2.9	3.2	2.7
I56	Food & Beverage Services			5.0	4.7	4.2	4.3	3.9
J58-63	INFORMATION AND COMMUNICATIONS			3.0	2.6	2.2	2.4	1.7
J58-61	Telecommunications, Broadcasting & Publishing			2.5	2.2	1.8	2.1	1.3
J62-63	IT & Other Information Services			3.3	3.0	2.4	2.6	2.0
K64-66	FINANCIAL AND INSURANCE SERVICES			2.2	2.0	1.9	1.7	1.5
K64 & 66 (excl.662)	Financial Services			2.1	1.9	1.8	1.6	1.4
K65 & 662	Insurance Services			2.5	2.5	2.5	2.3	2.2
L68	REAL ESTATE SERVICES			3.8	3.5	3.5	3.6	4.0
M69-75	PROFESSIONAL SERVICES			2.3	2.2	2.3	2.2	1.9
M69-70	Legal, Accounting & Management Services			2.4	2.5	2.3	2.3	2.0
M71	Architectural & Engineering Services			2.2	1.8	2.3	2.1	1.8
	Other Professional Services			2.2	2.3	2.0	2.1	1.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			5.2	4.7	4.4	4.7	4.7
N80	Security & Investigation			4.6	4.2	3.5	3.6	3.6
N81	Cleaning & Landscaping			5.6	5.1	4.8	5.2	4.8
	Other Administrative & Support Services			5.3	4.8	4.9	5.3	5.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			1.6	1.6	1.4	1.5	1.4
O84,P85	Public Administration & Education			1.1	1.1	1.1	1.1	1.1
Q86-88	Health & Social Services			2.1	2.0	1.6	1.6	1.5
R90-93	Arts, Entertainment & Recreation			2.4	2.6	1.7	1.9	1.7
S,T,U	Other Community, Social & Personal Services			2.4	2.2	2.2	2.4	2.1
A,B,D,E,V	OTHERS*			2.1	1.6	1.3	1.4	1.2
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			1.9	1.8	1.6	1.5	1.4
	Clerical, Sales & Service Workers			3.8	3.5	3.1	3.2	3.0
	Production & Transport Operators, Cleaners & Labourers			2.9	2.6	2.5	2.7	2.4

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2014	2015	2016	1Q	
				2016	2017
TOTAL	2.0	1.9	1.8	1.8	1.8
INDUSTRY (SSIC 2010)					
C10-32 MANUFACTURING	1.5	1.5	1.5	1.5	1.6
C10-12 Food, Beverages & Tobacco	2.8	2.7	2.6	2.7	2.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.6	1.7	1.6	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.2	1.0	0.9	0.8	0.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.5	1.6	1.6
C26 Electronic, Computer & Optical Products	1.5	1.4	1.4	1.6	1.6
C29-30 Transport Equipment	1.2	1.3	1.3	1.2	1.5
Other Manufacturing Industries	1.7	1.5	1.4	1.5	1.3
F41-43 CONSTRUCTION	1.9	1.8	1.7	1.6	1.7
G-U SERVICES	2.2	2.0	1.9	2.0	1.9
G46-47 WHOLESALE AND RETAIL TRADE	2.6	2.2	2.2	2.4	2.2
G46 Wholesale Trade	2.0	1.7	1.7	1.8	1.6
G47 Retail Trade	4.0	3.4	3.2	3.8	3.5
H49-53 TRANSPORTATION AND STORAGE	1.7	1.5	1.4	1.4	1.3
H49,5221 Land Transport & Supporting Services	1.5	1.4	1.3	1.3	1.2
H50,5222, 5225 Water Transport & Supporting Services	1.3	1.1	1.1	1.1	0.9
H51,5223 Air Transport & Supporting Services	1.0	1.0	0.9	1.0	1.0
Other Transportation & Storage Services	2.6	2.1	2.0	2.1	1.8
I55-56 ACCOMMODATION AND FOOD SERVICES	4.3	4.0	3.6	3.9	3.6
I55 Accommodation	3.0	3.0	2.6	2.9	2.6
I56 Food & Beverage Services	4.6	4.3	3.8	4.1	3.8
J58-63 INFORMATION AND COMMUNICATIONS	1.8	1.8	1.7	1.8	1.3
J58-61 Telecommunications, Broadcasting & Publishing	1.5	1.5	1.4	1.6	1.1
J62-63 IT & Other Information Services	2.0	2.0	1.9	2.0	1.5
K64-66 FINANCIAL AND INSURANCE SERVICES	1.4	1.3	1.2	1.0	0.9
K64 & 66 (excl.662) Financial Services	1.3	1.2	1.2	0.9	0.9
K65 & 662 Insurance Services	1.9	1.7	1.6	1.4	1.4
L68 REAL ESTATE SERVICES	3.4	3.1	2.9	2.7	3.1
M69-75 PROFESSIONAL SERVICES	1.8	1.8	1.6	1.5	1.5
M69-70 Legal, Accounting & Management Services	1.8	1.8	1.7	1.6	1.6
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	1.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.0	3.4	3.5	3.5	3.6
N80 Security & Investigation	3.7	3.1	2.8	2.8	3.1
N81 Cleaning & Landscaping	4.7	4.2	4.1	4.2	4.0
Other Administrative & Support Services	3.4	2.9	3.3	3.3	3.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.1	1.1	1.0	1.1	1.0
O84,P85 Public Administration & Education	0.7	0.6	0.7	0.7	0.6
Q86-88 Health & Social Services	1.2	1.2	1.1	1.3	1.2
R90-93 Arts, Entertainment & Recreation	2.1	2.2	1.6	1.6	1.5
S,T,U Other Community, Social & Personal Services	2.2	1.9	1.9	2.0	2.0
A,B,D,E,V OTHERS*	1.5	1.4	1.2	1.3	1.3
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.3	1.3	1.2	1.2	1.1
Clerical, Sales & Service Workers	3.1	2.8	2.7	2.9	2.7
Production & Transport Operators, Cleaners & Labourers	2.3	2.1	2.1	2.1	2.3

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

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

Notes :

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

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, FIRST QUARTER 2017

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	2.0	1.8	1.4	1.1	3.0	2.7	2.4	2.3
C10-32 MANUFACTURING	1.6	1.6	1.1	1.0	2.3	2.0	1.8	2.0
C10-12 Food, Beverages & Tobacco	2.7	2.5	1.7	1.1	3.2	2.8	3.0	3.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.4	1.7	0.9	1.0	2.7	2.0	3.2	2.1
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.6	0.8	1.4	0.7	1.9	1.5	1.9	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.2	1.2	1.7	1.8	1.8	1.9
C26 Electronic, Computer & Optical Products	1.7	1.6	1.0	1.0	1.5	1.2	2.6	2.3
C29-30 Transport Equipment	0.9	1.5	0.8	0.7	1.9	1.3	0.8	1.9
Other Manufacturing Industries	1.4	1.3	1.4	1.2	2.1	2.0	1.4	1.4
F41-43 CONSTRUCTION	1.6	1.7	1.3	1.4	1.6	1.7	1.7	1.8
G-U SERVICES	2.2	1.9	1.5	1.1	3.1	2.8	3.3	2.8
G46-47 WHOLESALE AND RETAIL TRADE	2.2	2.2	1.3	1.2	3.2	3.4	2.4	2.2
G46 Wholesale Trade	1.7	1.6	1.3	1.2	2.3	2.3	2.1	2.1
G47 Retail Trade	3.3	3.5	1.5	1.5	3.8	4.2	3.3	2.7
H49-53 TRANSPORTATION AND STORAGE	1.6	1.3	1.3	0.9	1.7	1.3	1.8	1.4
H49,5221 Land Transport & Supporting Services	1.5	1.2	1.1	0.7	2.6	1.7	1.4	1.2
H50,5222, 5225 Water Transport & Supporting Services	1.5	0.9	1.3	1.0	1.4	1.2	1.8	0.8
H51,5223 Air Transport & Supporting Services	1.4	1.0	1.1	0.7	1.4	1.0	1.8	1.5
Other Transportation & Storage Services	2.1	1.8	1.6	1.1	2.1	1.8	2.4	2.1
I55-56 ACCOMMODATION AND FOOD SERVICES	3.7	3.6	1.9	2.1	4.5	4.2	3.3	3.4
I55 Accommodation	2.7	2.6	2.1	2.4	3.1	2.5	2.8	3.0
I56 Food & Beverage Services	3.9	3.8	1.9	2.0	4.7	4.5	3.5	3.5
J58-63 INFORMATION AND COMMUNICATIONS	1.7	1.3	1.6	1.2	2.1	2.0	3.2	3.4
J58-61 Telecommunications, Broadcasting & Publishing	1.3	1.1	1.1	0.8	1.9	2.0	7.1	5.9
J62-63 IT & Other Information Services	2.0	1.5	2.0	1.4	2.6	1.9	2.1	2.7
K64-66 FINANCIAL AND INSURANCE SERVICES	1.5	0.9	1.4	0.9	1.9	1.5	0.9	1.1
K64 & 66 (excl.662) Financial Services	1.4	0.9	1.3	0.8	1.6	1.3	1.1	1.2
K65 & 662 Insurance Services	2.2	1.4	2.1	1.3	2.6	1.9		0.4
L68 REAL ESTATE SERVICES	4.0	3.1	1.8	1.5	3.9	2.9	6.2	4.7
M69-75 PROFESSIONAL SERVICES	1.9	1.5	1.8	1.4	2.3	2.0	2.1	1.6
M69-70 Legal, Accounting & Management Services	2.0	1.6	1.8	1.4	2.6	2.3	2.0	1.8
M71 Architectural & Engineering Services	1.8	1.4	1.7	1.2	1.4	1.4	2.1	1.6
Other Professional Services	1.5	1.3	1.5	1.4	1.8	1.0	1.5	0.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.7	3.6	4.2	2.2	4.7	3.4	5.0	4.4
N80 Security & Investigation	3.6	3.1	4.7	2.0	3.6	3.3	1.3	1.9
N81 Cleaning & Landscaping	4.8	4.0	2.2	1.5	2.9	2.6	5.0	4.3
Other Administrative & Support Services	5.9	3.7	4.4	2.4	9.4	4.5	5.4	5.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.0	1.1	0.8	2.0	1.7	2.0	1.6
O84,P85 Public Administration & Education	1.1	0.6	1.0	0.6	2.0	1.1	2.3	1.1
Q86-88 Health & Social Services	1.5	1.2	1.3	1.0	2.0	1.6	2.1	1.7
R90-93 Arts, Entertainment & Recreation	1.7	1.5	1.8	1.3	1.8	1.7	1.2	1.1
S,T,U Other Community, Social & Personal Services	2.1	2.0	1.7	1.1	2.5	2.9	2.5	2.4
A,B,D,E,V OTHERS*	1.2	1.3	0.5	0.5	1.8	1.3	2.4	2.8

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	2016				2017
					Mar	Jun	Sep	Dec	Mar
TOTAL		46.0	45.6	45.5	45.5	45.6	45.6	45.3	45.2
C10-32	MANUFACTURING	49.7	49.3	48.9	49.1	49.0	48.9	48.5	48.5
C10-12	Food, Beverages & Tobacco	47.0	46.6	46.6	46.3	46.4	46.7	47.0	46.4
C17,18,22	Paper / Rubber / Plastic Products & Printing	49.3	48.5	48.5	47.9	48.3	48.7	49.1	48.6
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.5	44.4	44.9	44.5	45.1	45.1	44.8	44.4
C25,28	Fabricated Metal Products, Machinery & Equipment	52.1	51.0	50.3	50.5	50.7	50.0	49.9	50.2
C26	Electronic, Computer & Optical Products	46.8	46.4	47.0	47.1	46.7	47.2	47.2	46.7
C29-30	Transport Equipment	52.4	52.7	51.3	52.2	51.8	51.4	49.6	50.6
	Other Manufacturing Industries	49.2	48.5	48.7	48.6	48.6	48.5	49.0	48.3
F41-43	CONSTRUCTION	52.9	52.1	52.0	52.2	52.3	52.2	51.4	51.0
G-U	SERVICES	43.2	43.1	43.2	43.1	43.1	43.2	43.2	43.2
G46-47	WHOLESALE AND RETAIL TRADE	43.1	43.0	42.7	42.6	42.7	42.8	42.8	42.8
G46	Wholesale Trade	43.6	43.4	43.0	42.9	42.9	43.1	43.1	43.0
G47	Retail Trade	42.0	42.1	42.1	42.0	42.2	42.2	42.1	42.3
H49-53	TRANSPORTATION AND STORAGE	45.8	45.7	45.9	45.8	46.0	46.0	45.7	45.4
H49,5221	Land Transport & Supporting Services	46.9	46.0	45.9	46.5	46.1	45.5	45.5	45.6
H50,5222,5225	Water Transport & Supporting Services	44.5	44.3	44.7	44.6	44.6	45.3	44.3	44.0
H51,5223	Air Transport & Supporting Services	45.0	45.2	45.7	45.1	45.9	45.8	46.1	45.0
	Other Transportation & Storage Services	46.7	47.1	46.9	46.7	47.2	47.0	46.7	46.5
I55-56	ACCOMMODATION AND FOOD SERVICES	42.0	41.5	42.0	42.1	41.6	42.3	42.1	42.6
I55	Accommodation	46.5	46.4	46.2	46.3	46.0	46.2	46.4	46.2
I56	Food & Beverage Services	40.9	40.4	41.1	41.2	40.7	41.4	41.0	41.7
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.5	41.4	41.4	41.4	41.3	41.4	41.5
J58-61	Telecommunications, Broadcasting & Publishing	41.9	41.9	41.7	41.6	41.6	41.7	41.7	41.7
J62-63	IT & Other Information Services	41.2	41.2	41.2	41.2	41.3	41.1	41.1	41.3
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.1	41.1	41.1	41.1	41.2	41.1
K64 & 66 (excl.662)	Financial Services	41.3	41.2	41.2	41.2	41.2	41.2	41.3	41.3
K65 & 662	Insurance Services	40.2	40.1	40.1	40.2	40.1	40.0	40.2	40.1
L68	REAL ESTATE SERVICES	44.5	44.8	45.0	45.3	45.1	45.0	44.5	44.7
M69-75	PROFESSIONAL SERVICES	43.1	42.9	43.3	43.2	43.4	43.3	43.2	43.1
M69-70	Legal, Accounting & Management Services	41.2	41.2	41.3	41.2	41.3	41.3	41.5	41.4
M71	Architectural & Engineering Services	46.2	45.6	46.5	46.5	46.9	46.8	45.9	46.1
	Other Professional Services	41.7	42.0	42.0	42.0	41.8	41.8	42.3	42.4
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	47.3	46.4	46.6	46.2	46.5	46.5	47.1	47.1
N80	Security & Investigation	52.1	50.5	51.2	50.3	50.7	51.1	52.9	52.6
N81	Cleaning & Landscaping	44.6	43.8	44.0	43.6	44.1	44.3	43.8	44.3
	Other Administrative & Support Services	45.2	45.3	45.0	45.0	45.1	44.6	45.2	44.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.0	42.1	42.1	42.1	42.0	42.2	42.1	42.0
O84,P85	Public Administration & Education	41.3	41.5	41.6	41.6	41.5	41.7	41.6	41.5
Q86-88	Health & Social Services	41.9	41.9	42.0	41.9	41.8	42.4	41.9	41.9
R90-93	Arts, Entertainment & Recreation	43.8	44.2	44.0	44.1	44.2	44.1	43.6	43.6
S,T,U	Other Community, Social & Personal Services	43.5	42.9	42.9	42.7	42.9	42.6	43.4	43.0
A,B,D,E,V	OTHERS*	45.6	45.6	45.7	45.9	45.5	45.7	45.7	45.4

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2010)		2014	2015	2016	2016				2017
					Mar	Jun	Sep	Dec	Mar
TOTAL		3.7	3.4	3.3	3.3	3.4	3.3	3.1	3.0
C10-32	MANUFACTURING	6.7	6.3	5.9	6.2	6.1	5.9	5.4	5.5
C10-12	Food, Beverages & Tobacco	3.9	4.0	4.0	3.8	4.0	4.1	4.1	3.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.8	5.4	5.2	4.7	5.1	5.4	5.8	5.2
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.6	2.7	2.7	2.8	2.7	2.7	2.4
C25,28	Fabricated Metal Products, Machinery & Equipment	8.6	7.6	6.8	7.0	7.3	6.6	6.4	6.9
C26	Electronic, Computer & Optical Products	4.8	4.3	4.7	4.9	4.4	4.7	4.6	4.2
C29-30	Transport Equipment	8.8	9.0	7.7	8.7	8.3	7.9	6.1	7.1
	Other Manufacturing Industries	6.3	5.9	6.1	6.0	6.2	5.8	6.2	5.8
F41-43	CONSTRUCTION	8.2	7.6	7.7	7.8	7.8	7.9	7.1	6.9
G-U	SERVICES	1.7	1.6	1.6	1.6	1.6	1.6	1.6	1.5
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.8	1.5	1.5	1.5	1.5	1.5	1.5
G46	Wholesale Trade	1.7	1.8	1.4	1.4	1.4	1.4	1.5	1.4
G47	Retail Trade	2.0	1.8	1.7	1.7	1.8	1.8	1.6	1.6
H49-53	TRANSPORTATION AND STORAGE	3.0	2.9	2.9	2.8	3.1	3.2	2.7	2.4
H49,5221	Land Transport & Supporting Services	4.0	3.3	3.2	3.6	3.3	3.1	2.9	3.0
H50,5222,5225	Water Transport & Supporting Services	1.9	1.7	2.0	1.9	1.9	2.8	1.5	1.4
H51,5223	Air Transport & Supporting Services	1.8	2.1	2.6	2.0	2.7	2.7	2.9	1.7
	Other Transportation & Storage Services	4.2	4.1	3.8	3.5	4.1	4.0	3.5	3.4
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	1.8	1.8	1.8	1.7	1.9	1.9	2.0
I55	Accommodation	2.7	2.6	2.4	2.5	2.2	2.4	2.6	2.4
I56	Food & Beverage Services	1.7	1.6	1.7	1.6	1.6	1.8	1.8	1.9
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.4	0.3	0.4	0.4	0.3	0.3	0.3
J58-61	Telecommunications, Broadcasting & Publishing	0.6	0.7	0.5	0.6	0.5	0.5	0.4	0.4
J62-63	IT & Other Information Services	0.2	0.2	0.2	0.2	0.2	0.1	0.2	0.2
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
K65 & 662	Insurance Services	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2
L68	REAL ESTATE SERVICES	2.0	2.3	2.4	2.7	2.5	2.3	2.1	2.1
M69-75	PROFESSIONAL SERVICES	1.8	1.4	1.6	1.6	1.7	1.7	1.5	1.5
M69-70	Legal, Accounting & Management Services	0.8	0.5	0.5	0.5	0.5	0.6	0.5	0.5
M71	Architectural & Engineering Services	3.7	2.9	3.6	3.6	3.9	3.8	3.2	3.4
	Other Professional Services	0.6	0.7	0.6	0.7	0.5	0.6	0.6	0.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.3	4.4	4.6	4.6	4.6	4.6	4.7	4.9
N80	Security & Investigation	10.3	9.1	9.3	9.1	8.9	9.1	9.9	9.9
N81	Cleaning & Landscaping	2.6	1.8	2.0	1.8	2.1	2.3	1.9	2.3
	Other Administrative & Support Services	2.9	2.8	3.0	3.1	3.1	2.9	2.8	2.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.5	0.5	0.4	0.4	0.5	0.4	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	0.5	0.5	0.4	0.4	0.4
R90-93	Arts, Entertainment & Recreation	1.2	1.5	1.4	1.5	1.6	1.4	1.2	1.1
S,T,U	Other Community, Social & Personal Services	1.7	1.5	1.0	0.9	0.9	0.9	1.2	1.1
A,B,D,E,V	OTHERS*	2.9	3.0	3.1	3.3	3.0	3.2	3.1	2.9

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 figures obtained at quarterly intervals.

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. With effect from the first quarter of 2010, 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 (6 months post-redundancy) refers to the re-entry rate in a quarter for the residents made redundant six months ago. For example, the re-entry rate for the first quarter 2017 shows the proportion of residents made redundant in the third quarter of 2016 who had re-entered employment six months after they were made redundant. 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.

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Mar 17	69,500	3,300	4.7%	63,100	76,000
Resident Unemployment Rate	Mar 17	3.0%	0.14%-pt	4.8%	2.7%	3.3%
JOB VACANCY						
Job Vacancy Number	Mar 17	45,300	600	1.4%	44,100	46,600
Job Vacancy Rate	Mar 17	2.3%	0.03%-pt	1.3%	2.2%	2.4%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	1Q 17	2.0%	0.02%-pt	1.1%	2.0%	2.1%
Average Monthly Resignation Rate	1Q 17	1.8%	0.02%-pt	0.9%	1.7%	1.8%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 17	3.0	0.03	1.0%	3.0	3.1

Note: Data are non-seasonally adjusted.

Revision to Seasonally Adjusted Data

The seasonally adjusted unemployment rates for the past five years are revised annually to take into account observations for the latest available year based on data up to December of each year. This revision takes place when data for March are released. However, during the course of carrying out this year's revision, we noticed unstable seasonal patterns in recent years. Hence, we are reviewing the series further.

In the interim, data for each quarter will be seasonally adjusted by taking into account data as and when it becomes available. The revision for the unemployment series will be done together with the final release of the December 2017 data.²

Trends for unemployment rate after revision is expected to remain similar.

Seasonally adjusted data for job vacancies and vacancy rates, the job vacancies to unemployed persons ratio, and recruitment and resignation rates have been revised using the latest set of seasonal factors taking into account observations for the latest available year. From 2017 onwards, data for each quarter are seasonally adjusted by taking into account data as and when it becomes available.

² In the Labour Market Report 2017 scheduled for release on 15 March 2018.

FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT FIRST QUARTER 2017

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

	Excellent	Good	Average	Poor
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