

Labour Market Report

Third Quarter

2017



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT THIRD QUARTER 2017

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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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CONTENTS

ii

Notations and Abbreviations

iii

Infographics

1

Highlights

1

Labour Market Report Third Quarter 2017

Overview 2

Unemployment 2

Employment 8

Retrenchment 12

Re-entry into Employment 16

Job Vacancy 18

Labour Turnover 20

Hours Worked 22

F1

Measuring Unemployment F1

A1

Statistical Updates

Unemployment A1

Employment A5

Retrenchment A6

Re-entry into Employment A11

Job Vacancy A12

Labour Turnover A15

Hours Worked A18

A20

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 Third Quarter

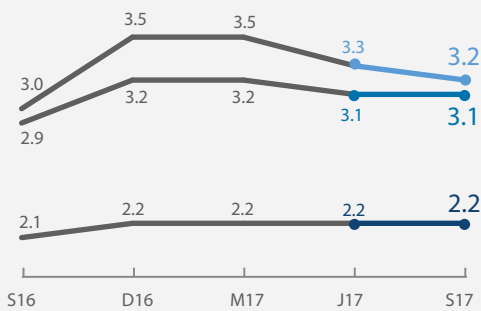
2017

Unemployment

Unemployment rate declined for citizens, and was unchanged for residents

Unemployment rate (%), seasonally adjusted

● Overall ● Resident ● Citizen



Unemployed persons



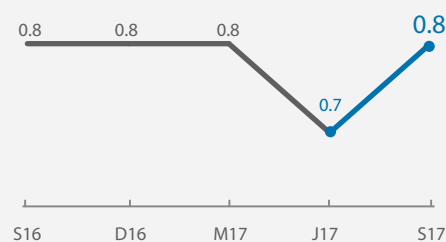
71,600 Residents
Sep 2017



62,300 Citizens
Sep 2017

Long-term unemployment rate rose after a brief decline

Resident long-term unemployment rate (%), seasonally adjusted

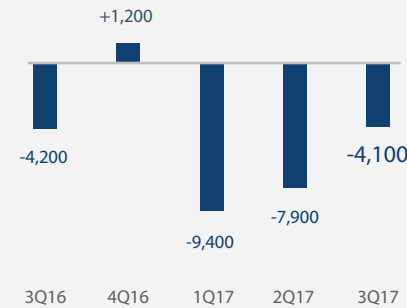


Employment

Total employment contracted but at a slower pace

Employment change (excluding foreign domestic workers)

Employment level (excluding foreign domestic workers)



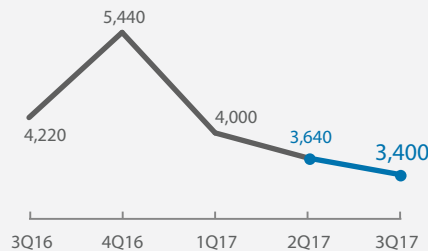
3,412,000

Sep 2017

Retrenchment

Retrenchments lower than past quarter and a year ago

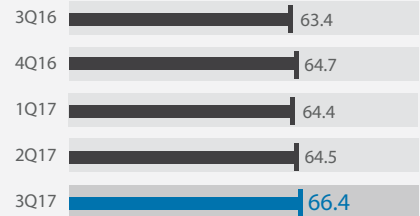
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment improved

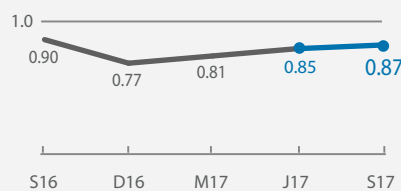
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Job vacancies to unemployed ratio increased for the third consecutive quarter

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Recruitment and resignation rates broadly stable

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



HIGHLIGHTS

- The labour market improved in the third quarter of 2017. The unemployment rate for citizens declined between June and September 2017, and was unchanged for residents and at the overall. Retrenchments were lower than the past quarter and a year ago, and the rate of re-entry among retrenched residents rose. The ratio of job vacancies to unemployed persons continued to improve, even though there were still more unemployed persons than job openings. Although total employment continued to contract, the decline has eased.
- The seasonally adjusted unemployment rate for citizens declined for the second consecutive quarter from June to September 2017 (from 3.3% to 3.2%), while the rates at the overall and for residents were unchanged (overall: 2.2%, resident: 3.1%). However, these rates remained higher than a year ago. After declining in the previous quarter, the seasonally adjusted resident long-term unemployment rate rose back to 0.8% in September 2017 from 0.7% in June 2017.
- Total employment contracted by 2,300 in the third quarter of 2017, though the decline has eased from the preceding two quarters. Excluding foreign domestic workers (FDW), the decline was 4,100. In the first three quarters of 2017, total employment (excluding FDW) contracted by 21,400, mainly due to the decrease in work permit holders in construction and manufacturing.
- 3,400 employees were retrenched in the third quarter of 2017, lower than the past quarter (3,640) and a year ago (4,220). The six-month re-entry rate among retrenched residents rose to 66% in the third quarter of 2017, after holding steady for the preceding three quarters.
- The seasonally adjusted job vacancies (among private sector establishments with at least 25 employees and the public sector) was unchanged in September 2017. Including the estimated number of job vacancies from private sector establishments with less than 25 employees, the number of job vacancies for the whole economy rose slightly. Along with fewer job seekers, the seasonally adjusted ratio of job vacancies to unemployed persons improved from 85 job vacancies per 100 unemployed persons in June 2017 to 87 in September 2017, continuing the uptrend observed this year.

Overview

The labour market improved in the third quarter of 2017. The unemployment rate for citizens declined between June and September 2017, and was unchanged for residents and at the overall. Retrenchments were lower than the past quarter and a year ago, and the rate of re-entry among retrenched residents rose. The ratio of job vacancies to unemployed persons continued to improve, even though there were still more unemployed persons than job openings. Although total employment continued to contract, the decline has eased.

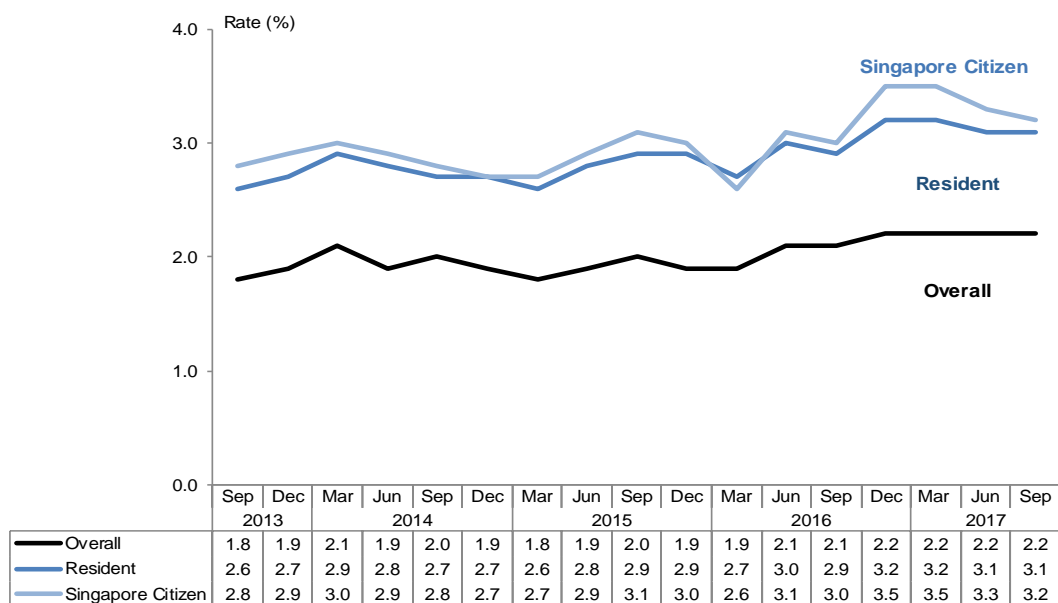
Unemployment

Unemployment rate declined for citizens, and was unchanged for residents

The seasonally adjusted unemployment rate for citizens declined for the second consecutive quarter from June to September 2017 (from 3.3% to 3.2%), while the rates at the overall and for residents were unchanged (overall: 2.2%, resident: 3.1%). However, these rates remained higher than a year ago.

71,600 residents, including 62,300 citizens, were unemployed in September 2017. This was an increase from June 2017 for residents (70,800), and a dip for citizens (63,800).¹

Chart 1 Unemployment Rate (Seasonally Adjusted)



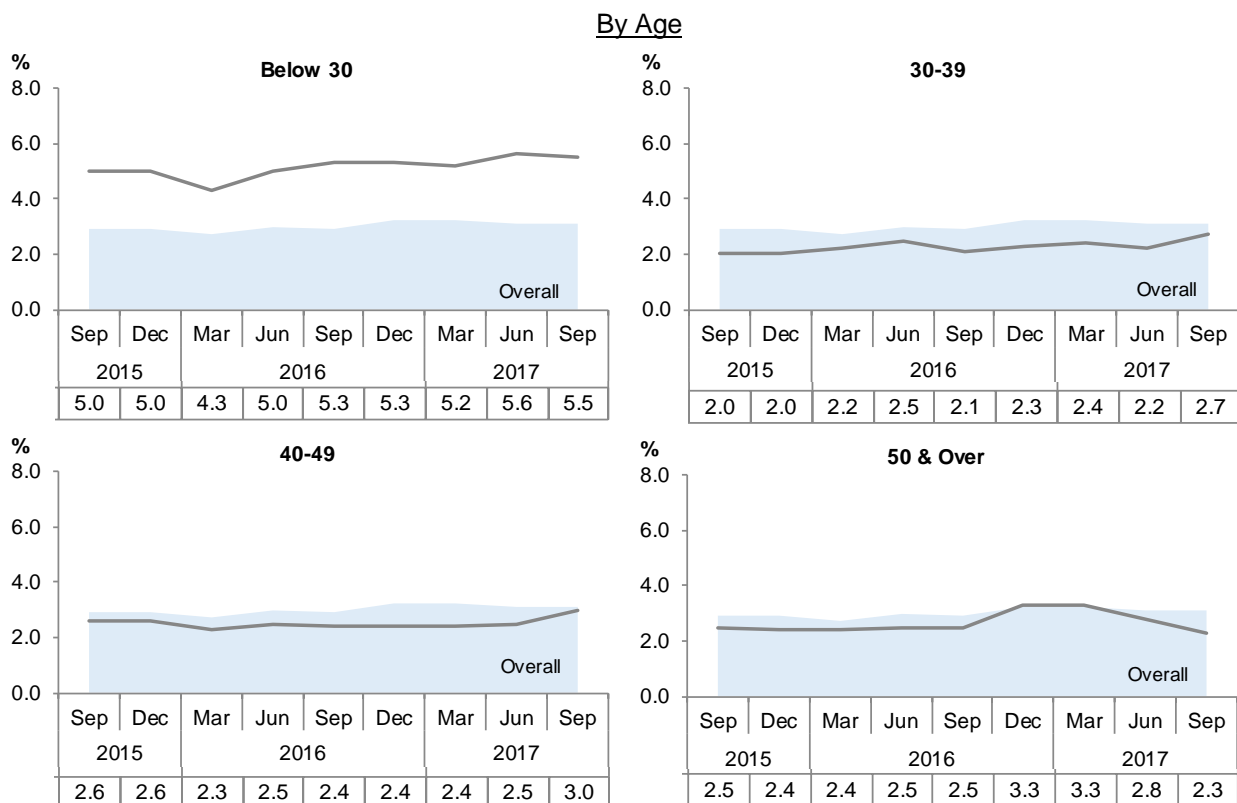
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

Over the quarter², the seasonally adjusted resident unemployment rate rose among those in their 30s and 40s, but this was balanced by the declines among residents aged below 30 and 50 & over. The rate for those aged 50 & over was the lowest among the age groups, after two straight quarters of improvement.

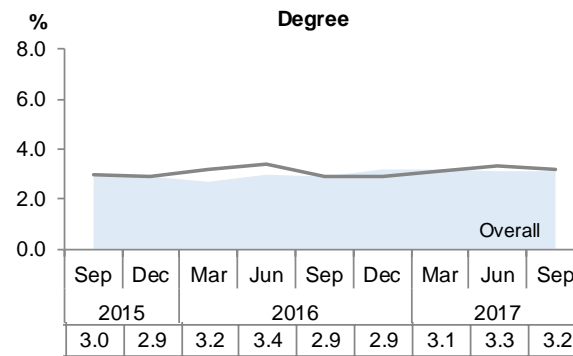
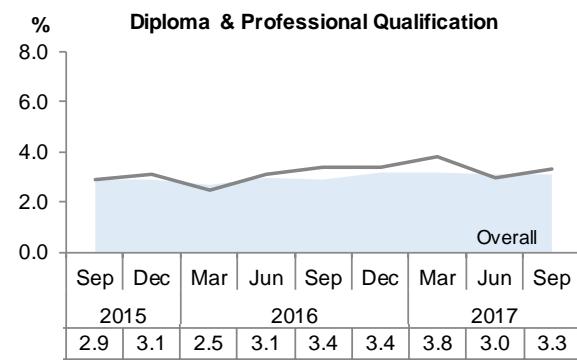
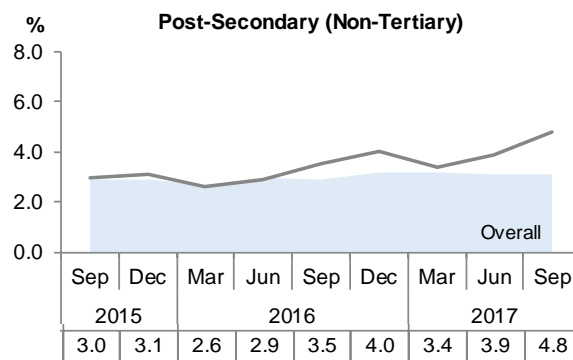
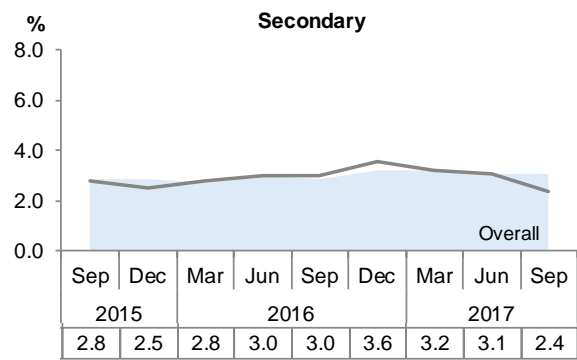
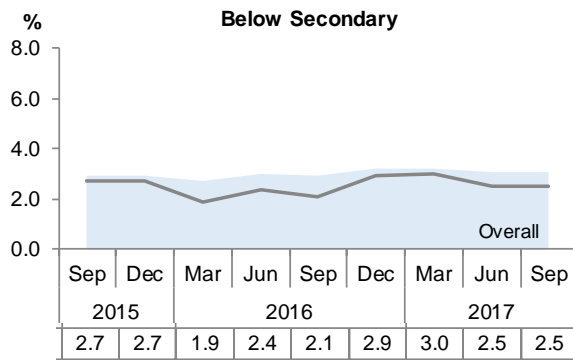
By education, the unemployment patterns were also mixed. Continuing a general uptrend since June 2016, unemployment rates increased among residents with post-secondary (non-tertiary) and diploma & professional qualifications. For the remaining education groups, the rates declined or was unchanged, including the secondary educated whose rate improved for the third successive quarter.

Chart 2 Resident Unemployment Rate By Age And Education (Seasonally Adjusted)



² Unemployment rates are based on the last month of each quarter.

By Education



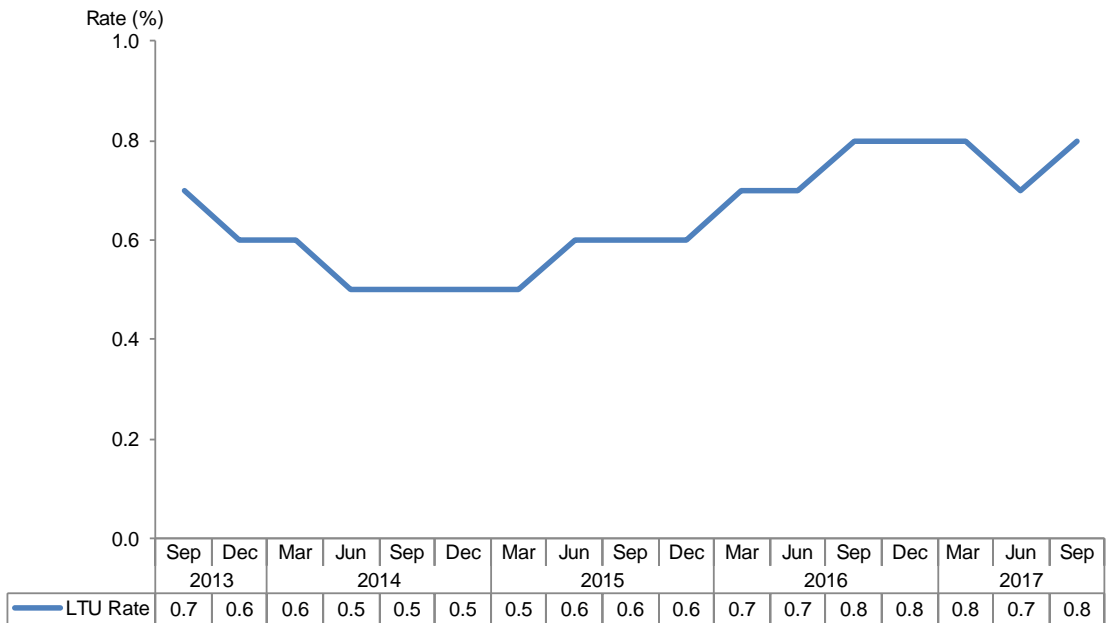
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Long-term unemployment rate rose after a brief decline

After declining in the previous quarter, the seasonally adjusted resident long-term unemployment rate³ rose back to 0.8% in September 2017 from 0.7% in June 2017. The increase was due to residents in their 30s and 40s, as well as those with below secondary and diploma & professional qualifications.

The long-term unemployment rate declined or was unchanged for the other age and education groups. In particular, the rates for residents aged 50 & over, and those with secondary qualifications, have improved since the start of 2017 after trending up in previous quarters.

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

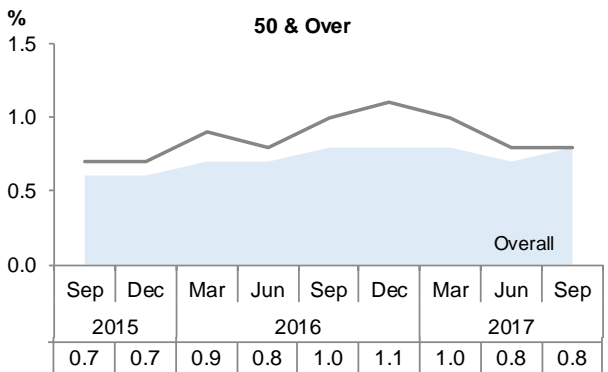
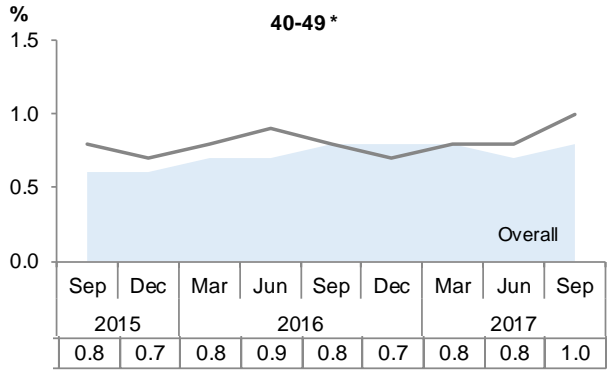
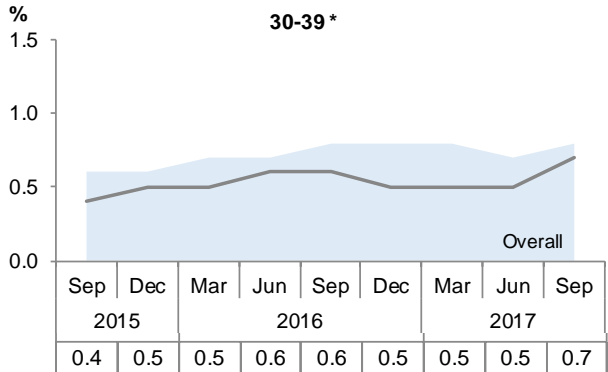
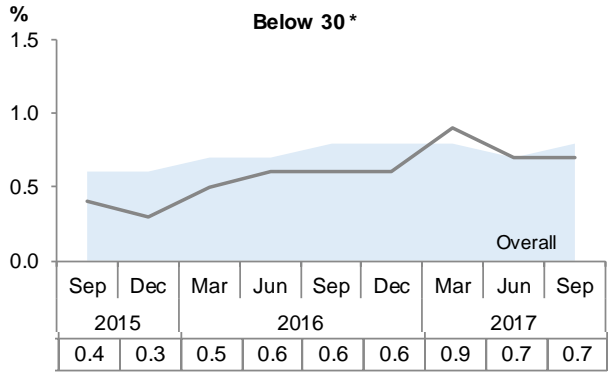


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

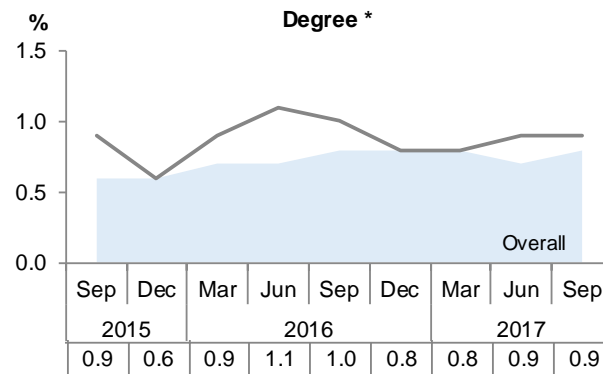
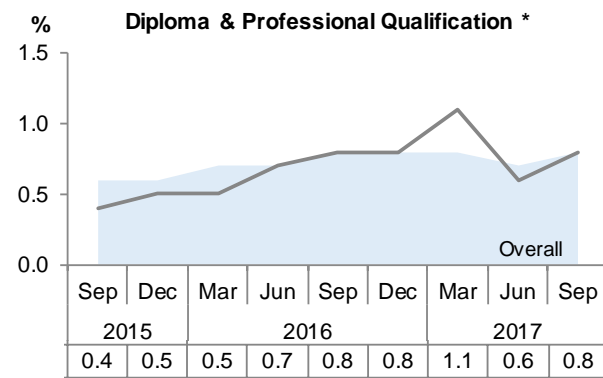
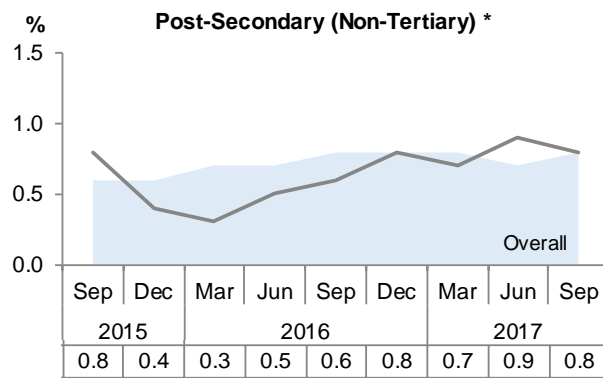
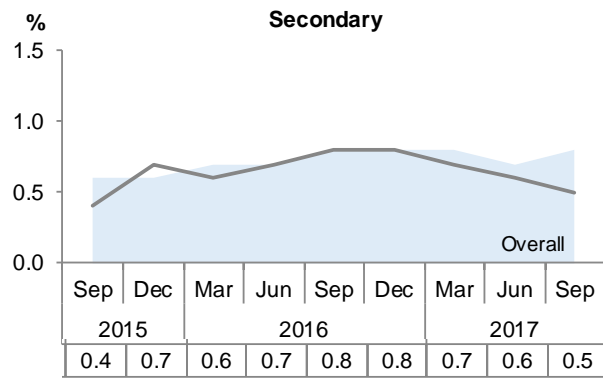
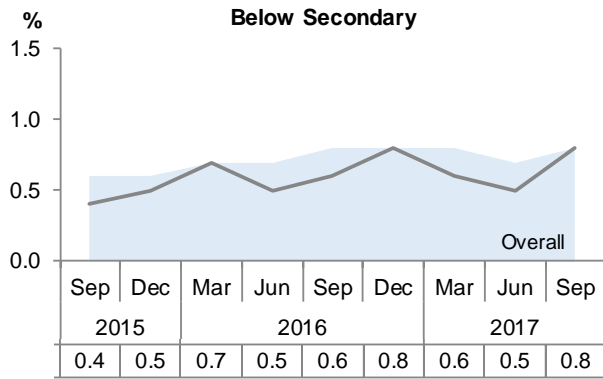
³ The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

Chart 4 Resident Long-Term Unemployment Rate By Age And Education
(Seasonally Adjusted)

By Age



By Education



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

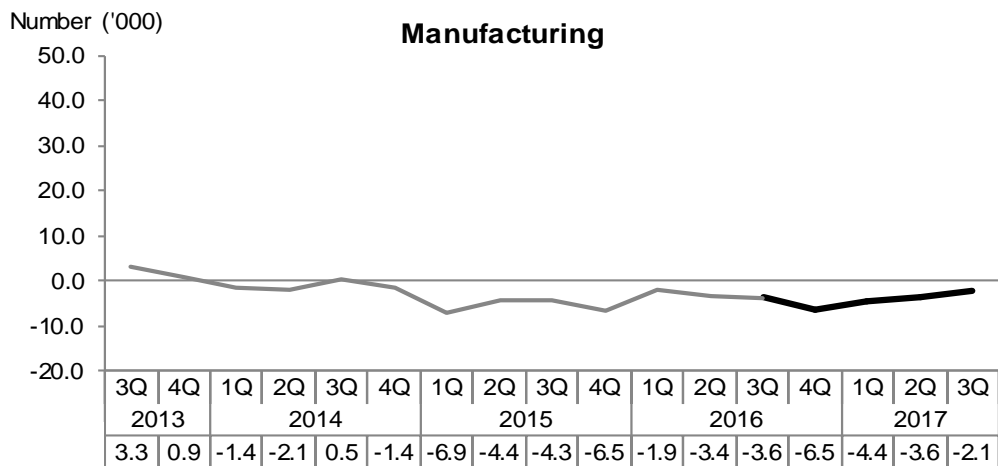
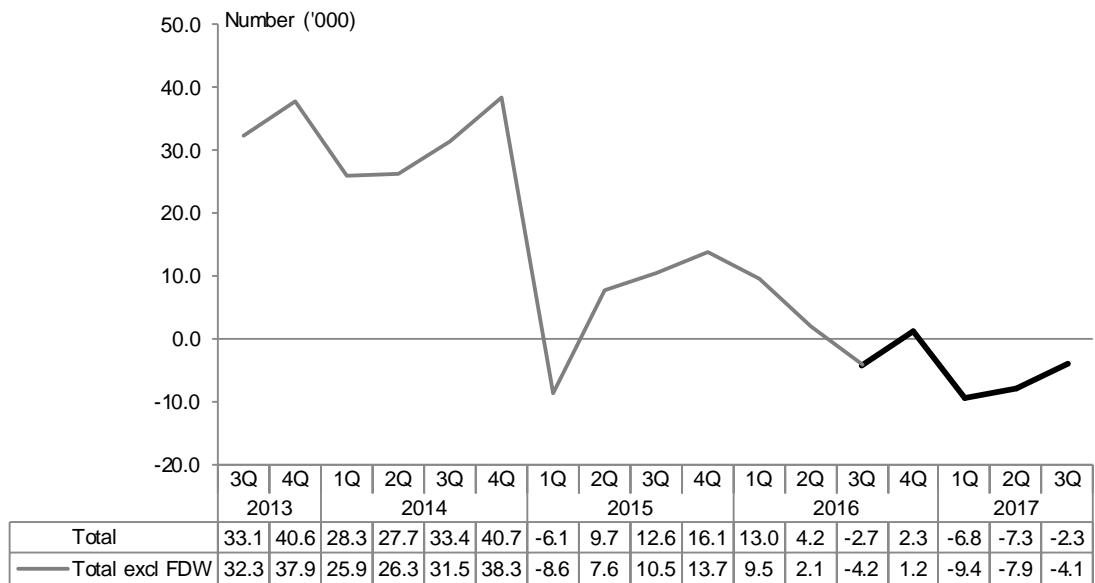
Note: * These series are not seasonally adjusted because they have weak or no seasonality.

Employment

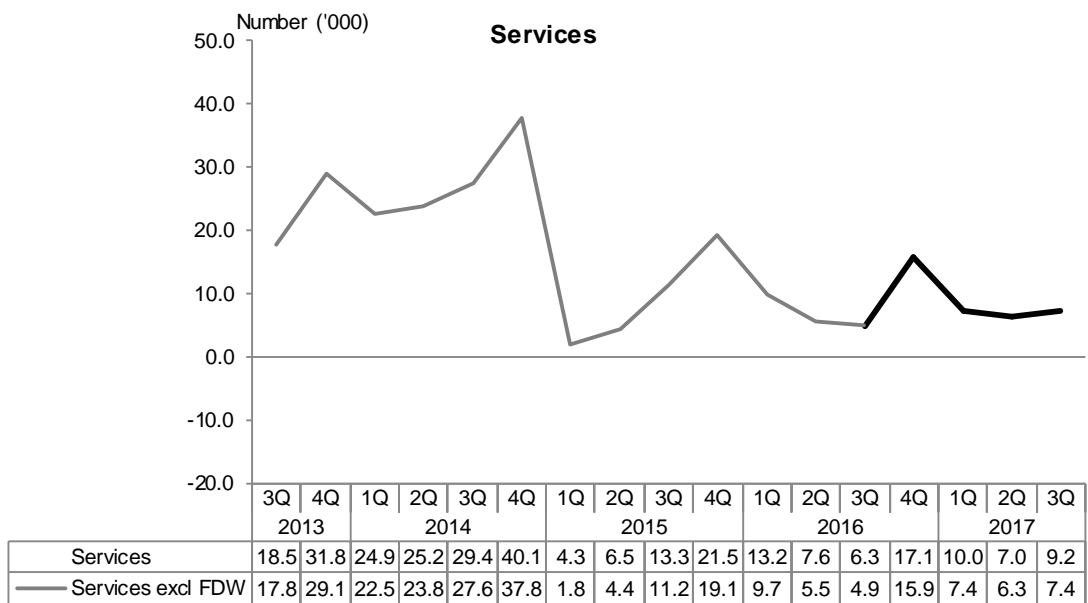
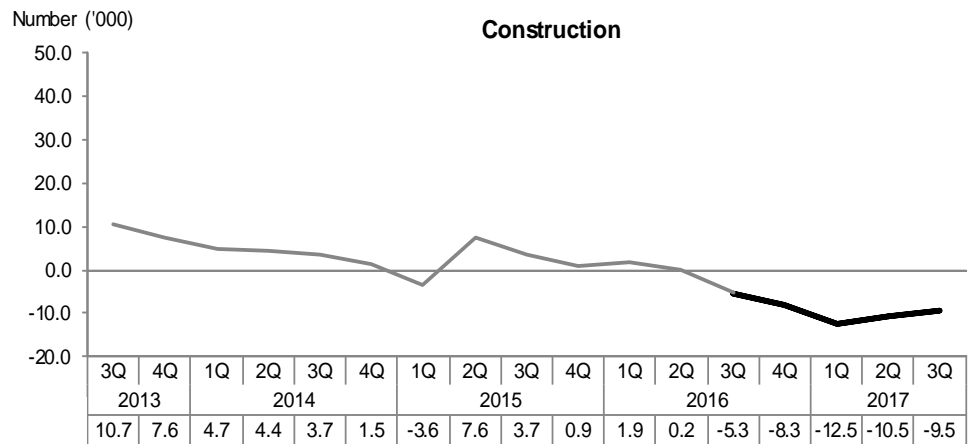
Total employment contracted but at a slower pace

Total employment contracted by 2,300 in the third quarter of 2017, though the decline has eased from the preceding two quarters. Excluding foreign domestic workers (FDW), the decline was 4,100. In the first three quarters of 2017, total employment (excluding FDW) contracted by 21,400, mainly due to the decrease in work permit holders in construction and manufacturing.⁴

Chart 5 Quarterly Employment Change By Sector



⁴ Based on latest available data, the decline in total employment (excluding FDW) in the first half of 2017 reflected a contraction in foreign employment (excluding FDW), mainly among work permit holders in manufacturing and construction. On the other hand, local employment grew. More details on local and foreign employment will be available in the *Labour Market Advance Release 2017* published in January 2018 and *Labour Market Report 2017* published in March 2018.



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.

In the third quarter of 2017, employment growth was driven by services (9,200), while construction (-9,500) and manufacturing (-2,100) saw sustained employment contractions. The decline in manufacturing was weighed down by the marine sector.⁵ Excluding marine, total employment in manufacturing increased in the third quarter of 2017 (400), compared to declines in the previous quarter (-300) and a year ago (-1,600).

In the first three quarters of 2017, total employment grew by 26,200 in services, the bulk of which came from community, social & personal services (12,000, mainly in health & social services), administrative & support services (4,800), financial services (4,300) and information & communication (3,200).

With continued weakness in construction activities, total employment contracted in construction for the fifth consecutive quarter, resulting in a total decline of 32,600 in the first three quarters of 2017, significantly higher than the decrease in the same period a year ago (-3,200). Manufacturing also saw more significant declines in employment in the first three quarters of 2017 (-10,100) compared to the same period a year ago (-8,900), reflecting the weak performance of the marine sector.

⁵ This refers to shipbuilding and ship repairing, within the transport equipment industry.

Table 1 Total Employment Change By Industry

In Thousands

	Quarterly Change							Cumulative Change		Employment Level
	2016				2017			2016	2017	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	1Q-3Q	1Q-3Q	Sep 17
Total	13.0	4.2	-2.7	2.3	-6.8	-7.3	-2.3	14.5	-16.4	3 656.7
Total (excl FDW)	9.5	2.1	-4.2	1.2	-9.4	-7.9	-4.1	7.5	-21.4	3 412.0
Manufacturing	-1.9	-3.4	-3.6	-6.5	-4.4	-3.6	-2.1	-8.9	-10.1	489.5
Construction	1.9	0.2	-5.3	-8.3	-12.5	-10.5	-9.5	-3.2	-32.6	456.6
Services	13.2	7.6	6.3	17.1	10.0	7.0	9.2	27.1	26.2	2 683.2
Services (excl FDW)	9.7	5.5	4.9	15.9	7.4	6.3	7.4	20.1	21.1	2 438.5
Wholesale & Retail Trade	-0.7	-1.1	-0.9	3.6	-3.4	-1.5	-0.5	-2.8	-5.4	483.0
Transportation & Storage	1.8	1.7	0.7	-0.1	0.5	1.7	0.3	4.2	2.6	244.8
Accommodation & Food Services	-	0.6	0.7	4.7	0.1	-0.5	1.2	1.3	0.8	248.6
Information & Communications	0.9	0.2	1.0	-	1.2	1.0	0.9	2.1	3.2	131.3
Financial & Insurance Services	1.9	-2.6	0.4	3.1	3.2	1.6	1.8	-0.3	6.6	209.9
Real Estate Services	1.0	-0.9	-0.1	0.2	0.7	-0.1	0.4	-0.1	1.0	91.8
Professional Services	0.2	3.2	1.2	-0.8	-0.7	0.2	1.1	4.6	0.6	237.7
Administrative & Support Services	-0.4	1.4	0.6	2.6	1.7	2.7	0.4	1.6	4.8	227.9
Community, Social & Personal Services	8.6	5.1	2.8	3.7	6.7	1.8	3.5	16.5	12.0	808.4
Others	-0.2	-0.2	-0.1	0.1	0.2	-0.2	0.2	-0.4	0.2	27.4

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.

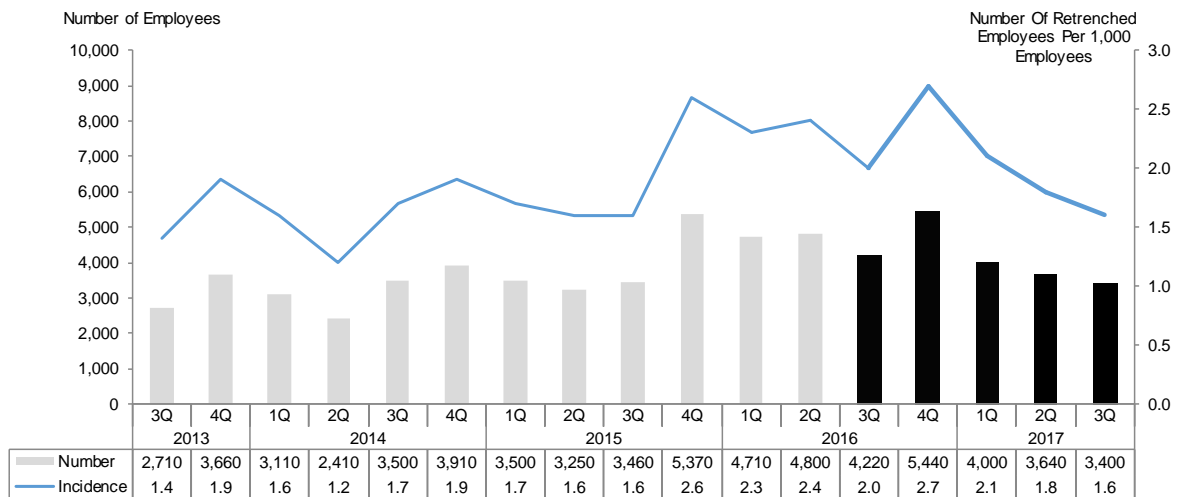
Retrenchment

Retrenchments lower than past quarter and a year ago

3,400 employees were retrenched in the third quarter of 2017, lower than the past quarter (3,640) and a year ago (4,220). The decline over the quarter came from manufacturing (from 840 to 730) and services (2,330 to 2,180), while layoffs rose in construction (470 to 490). Services formed the bulk of the retrenchments (64%), mainly in wholesale trade (14%) and financial services (13%)

Cumulatively, 11,040 were laid off in the first three quarters of 2017, lower than the same period a year ago (13,730).

Chart 6 Retrenchment

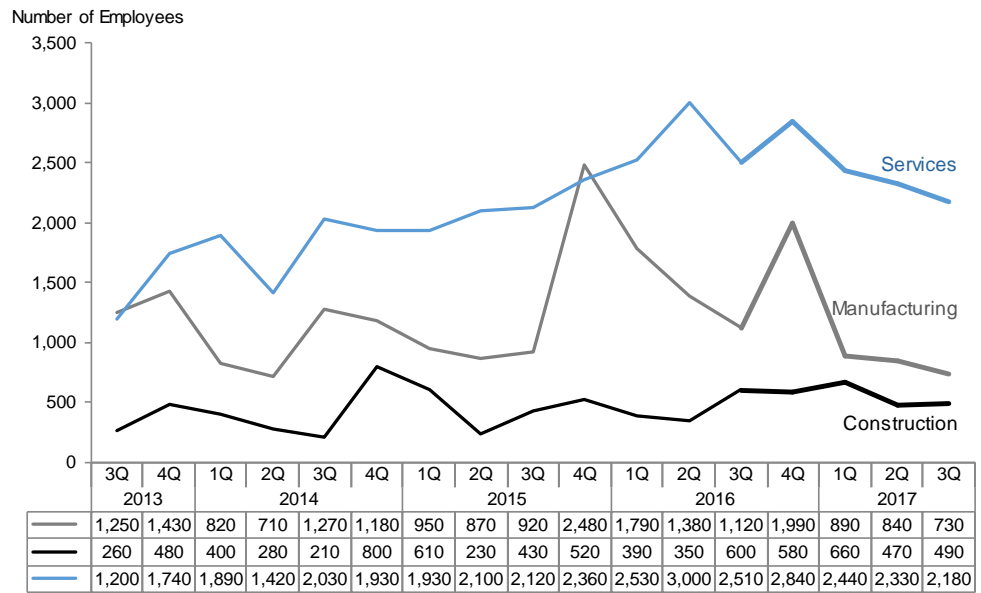


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

Chart 7 Retrenchment By Sector



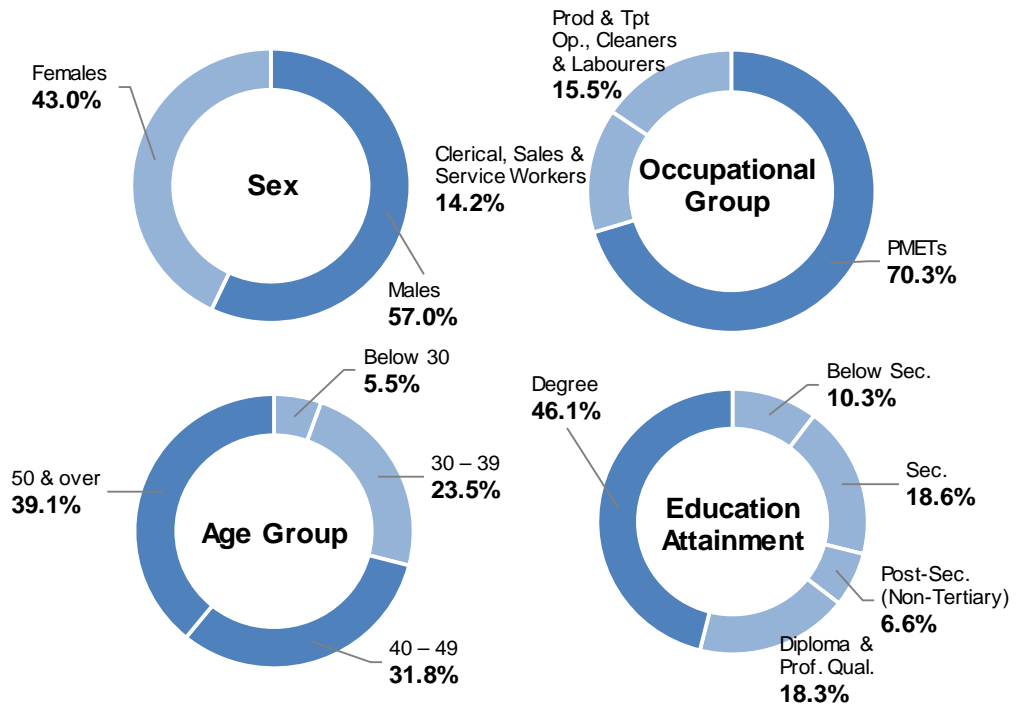
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

A majority (70%) of retrenched residents were professionals, managers, executives & technicians (PMETs), higher than their composition of the workforce.

Chart 8 Profile Of Retrenched Residents, Third Quarter 2017



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

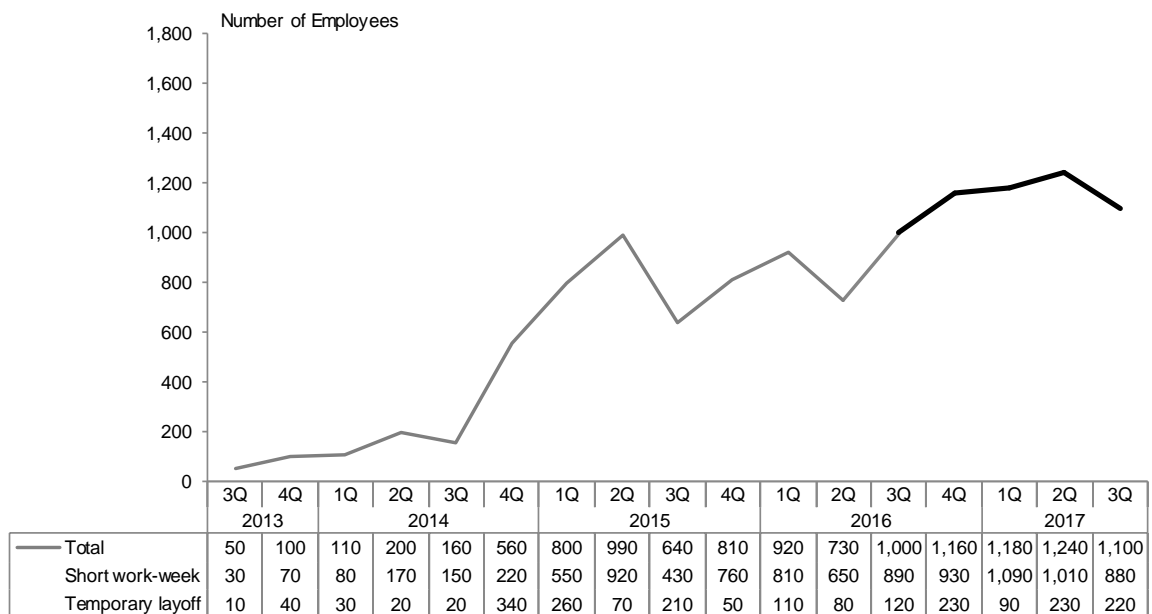
Notes:

- (1) Data on retrenched residents 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.

Employees placed on short work-week/temporary layoff dipped

The number of employees placed on short work-week or temporary layoff dipped in the third quarter of 2017 (1,100). This was a reversal after four straight quarters of increase, but the number of employees remained higher than a year ago (1,000). Affected employees were mainly from manufacturing (46%), followed by services (27%) and construction (26%). They were predominantly production & related workers (56%), followed by PMETs (36%) and clerical, sales & service workers (8.0%).

Chart 9 Number of Employees 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.

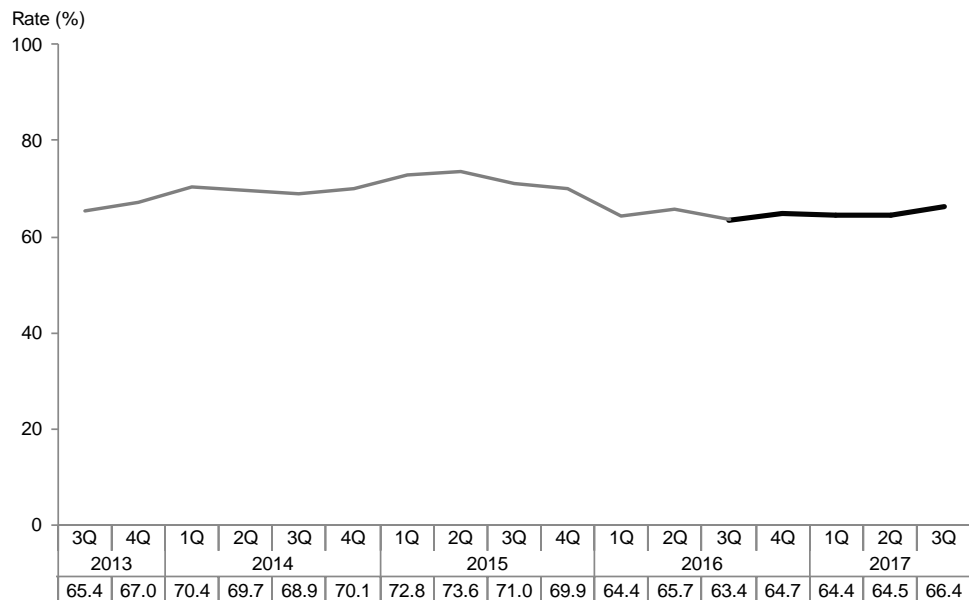
Re-entry Into Employment

Rate of re-entry into employment improved

The six-month re-entry rate among retrenched residents rose to 66% in the third quarter of 2017, after holding steady for the preceding three quarters.

The increase in re-entry rate was broad-based across most age, occupational and education groups. Nonetheless, older residents aged 50 & over continued to register below-average re-entry rates despite the improvement over the quarter.

Chart 10 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)

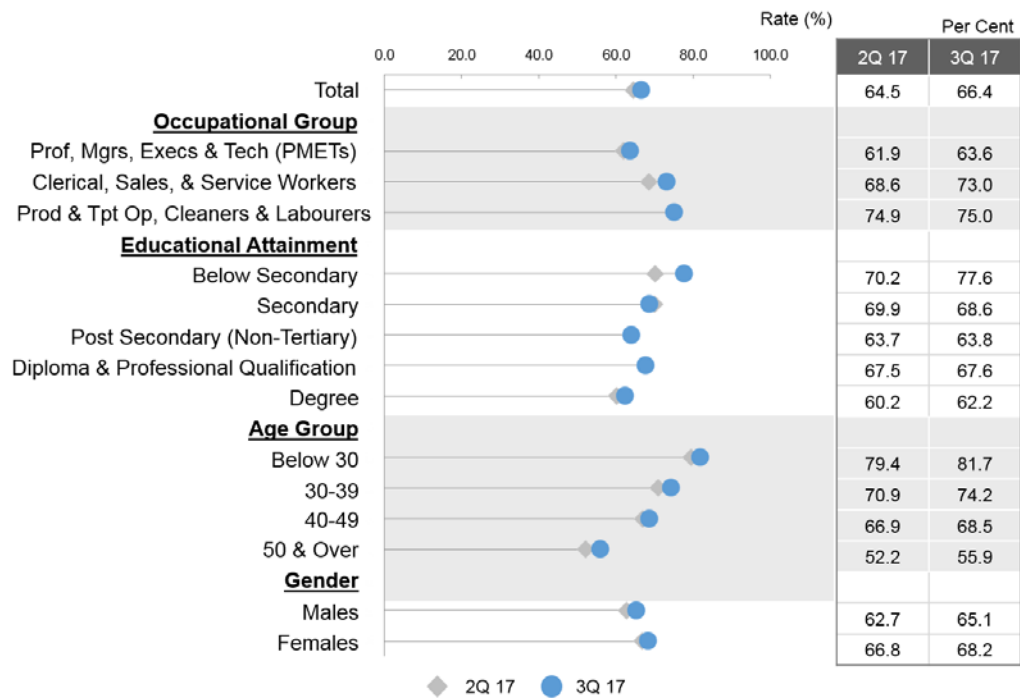


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Notes:

- (1) Data refer to re-entry rates for residents retrenched 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 third quarter of 2017 refers to residents retrenched in the first quarter of 2017.
- (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.

Chart 11 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)



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 second/third quarter of 2017 for residents retrenched in the fourth quarter of 2016/first quarter of 2017 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

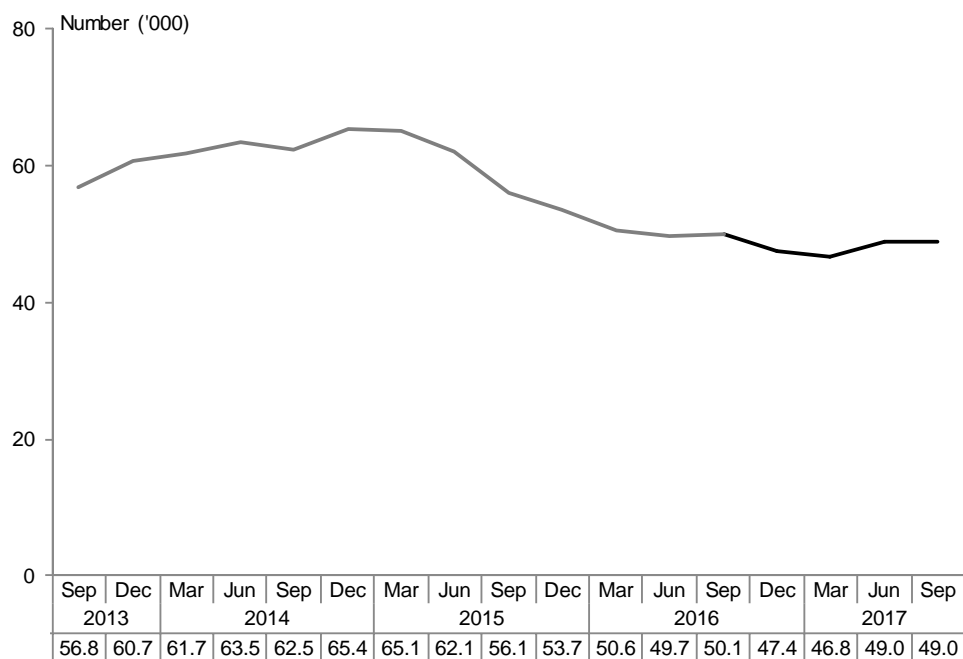
Job Vacancy

Job vacancies to unemployed ratio increased for the third consecutive quarter

There were 49,000 seasonally adjusted job vacancies in September 2017 (among private sector establishments with at least 25 employees and the public sector), similar to June 2017. Including the estimated number of job vacancies from private sector establishments with less than 25 employees, the number of job vacancies for the whole economy rose slightly.⁶

Along with fewer job seekers⁷, the seasonally adjusted ratio of job vacancies to unemployed persons improved from 85 job vacancies per 100 unemployed persons in June 2017 to 87 in September 2017, continuing the uptrend observed this year. Nonetheless, there were still more unemployed persons than job vacancies in September 2017.

Chart 12 Job Vacancy (Seasonally Adjusted)



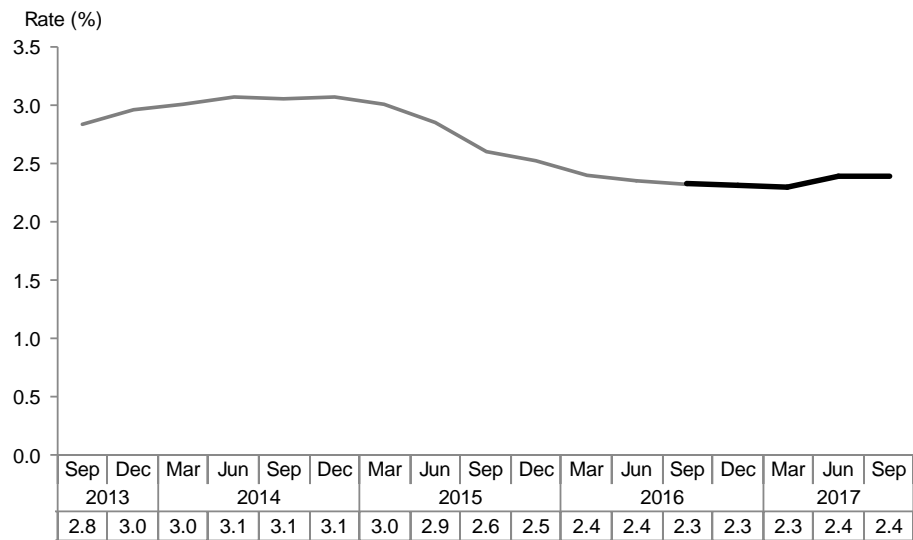
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

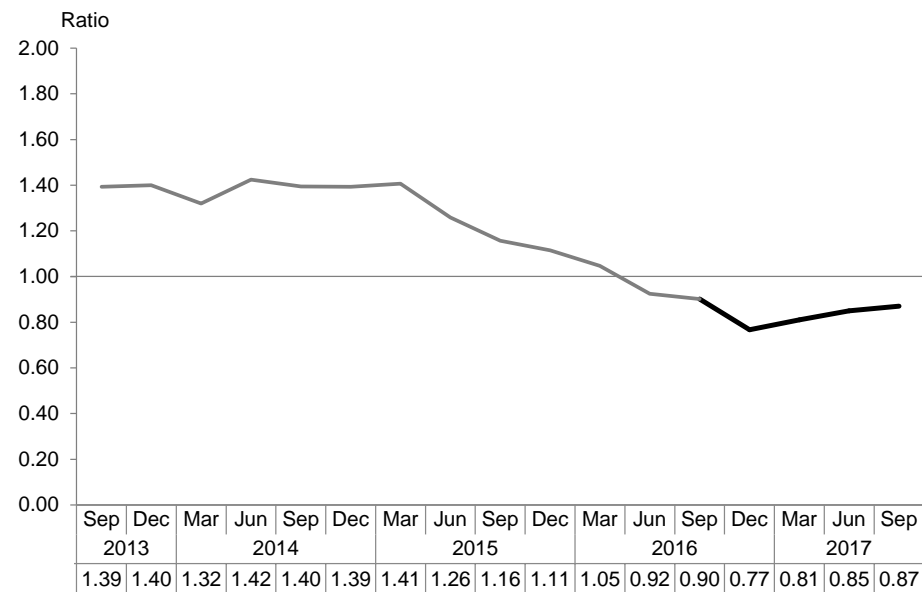
⁷ The seasonally adjusted number of unemployed persons dipped, even as the unemployment rate (number of unemployed expressed as a percentage of the labour force) held steady.

Chart 13 Job Vacancy Rate (Seasonally Adjusted)



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 14 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.

Compared to September 2016, job openings were unchanged for PMETs, and declined for clerical, sales & service workers (-1,400), mainly in retail trade (-900). Conversely, production & related positions saw an increase (700), led by electronics (1,000).

In September 2017, 48% of the vacancies were for PMETs, followed by clerical, sales & service workers (27%) and production & transport operators, cleaners & labourers (24%).

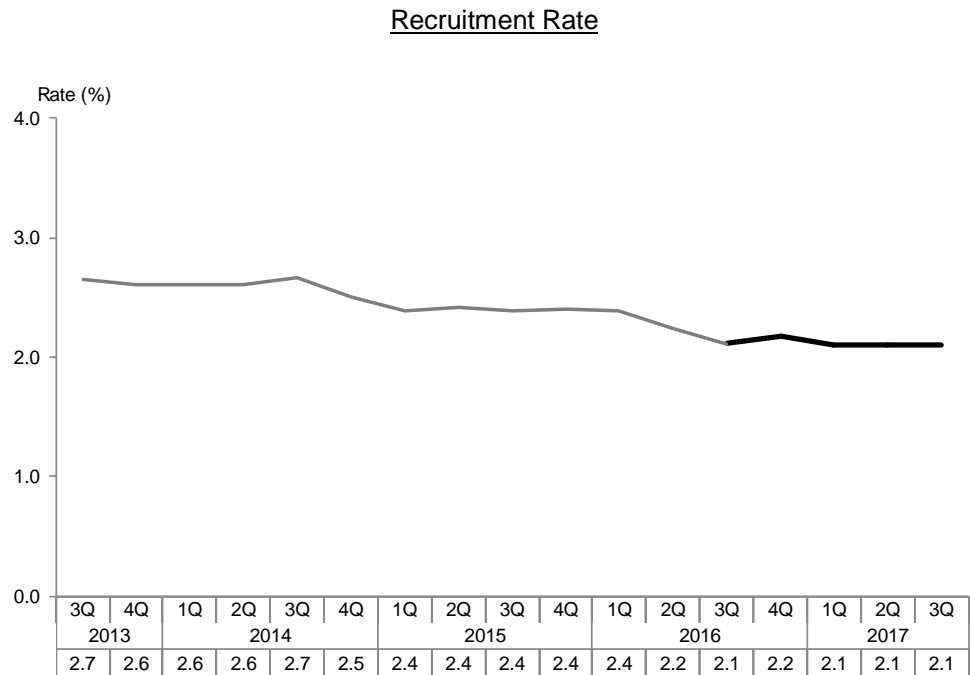
Labour Turnover

Recruitment and resignation rates broadly stable

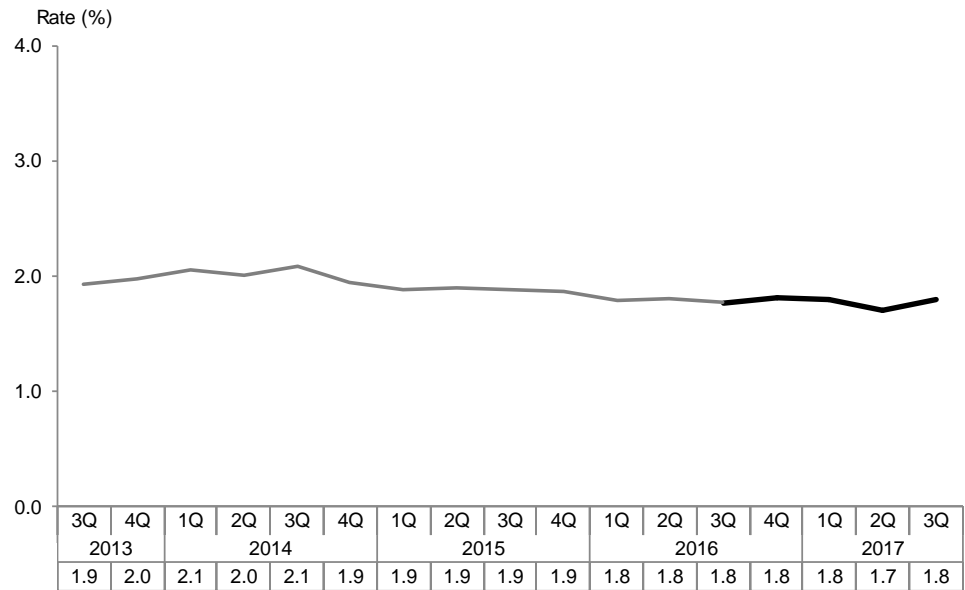
The seasonally adjusted recruitment rate (2.1%) held steady in the third quarter of 2017. Meanwhile, the resignation rate (1.8%) rose back to the levels held prior to the brief decline in the second quarter of 2017.

Year-on-year, the labour turnover patterns across occupational groups and industries were mixed. There were notable increases in manufacturing (especially electronics) and administrative & support services, while declines were more pronounced in food & beverage services and professional services.

Chart 15 Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



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.

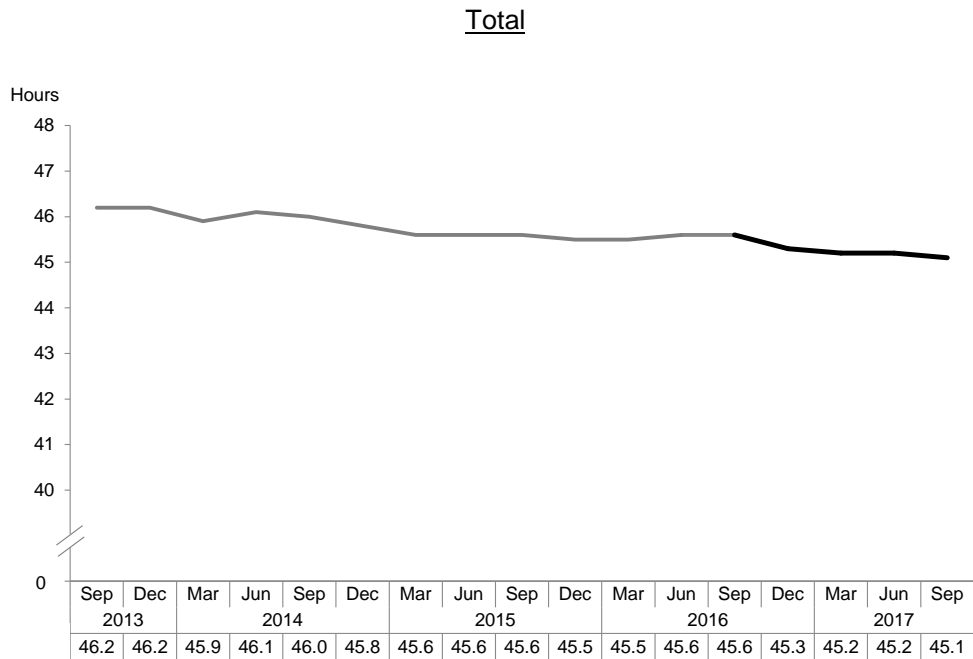
Hours Worked

Paid hours worked per employee edged down in September

The average total weekly paid hours worked⁸ per employee dipped slightly from June to September 2017 (45.2 to 45.1 hours), while paid overtime hours held steady (3.0). Compared to a year ago, the hours worked remained lower (total: 45.6, overtime: 3.3).

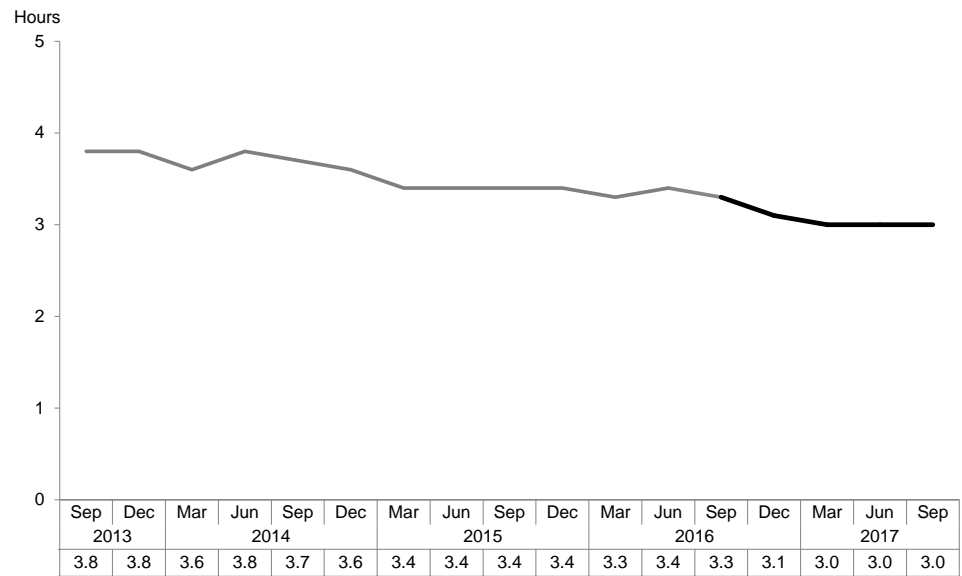
Construction recorded year-on-year declines in weekly hours worked for four successive quarters. The decline in September 2017 was also the largest across industries, on the back of prolonged weakness in construction activities. Manufacturing also saw sustained declines in paid hours over the year, especially in transport equipment manufacturing which saw a fall in overtime hours. In contrast, security & investigation posted its sixth consecutive quarter of year-on-year increase in paid hours worked.

Chart 16 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.

TECHNICAL NOTE

Measuring Unemployment

1 Each quarter, the Manpower Research and Statistics Department of the Ministry of Manpower releases statistics about the extent and nature of unemployment including how many people are unemployed, how long have they been unemployed, are they young or old, or how much education do they have. These statistics, together with other economic and labour market data provide a gauge of the health of the labour market.

WHERE DO THE UNEMPLOYMENT STATISTICS COME FROM?

2 The unemployment statistics are captured from the Labour Force Surveys conducted on a representative sample of households in Singapore. Respondents are interviewed to obtain information about the employment status of each member in the household. The survey responses are then grossed up to Singapore's population to provide a comprehensive picture of the unemployment situation in Singapore. This is consistent with international practice and enables us to objectively benchmark our labour market performance with other countries. The unemployment statistics pertain to the month at the end of each quarter.

3 Some may wonder why unemployment statistics are not obtained from administrative sources such as the database of job registrants with Career Centres, records of the Central Provident Fund (CPF) or the Inland Revenue Authority of Singapore (IRAS). This is because not all unemployed persons will seek assistance from the Career Centres, nor will CPF or IRAS records capture whether a person is engaging in active job search.

WHO IS COUNTED AS UNEMPLOYED?

4 A person is counted as unemployed if he or she is

- (i) not working during the survey reference week, but is
- (ii) actively looking for a job in the last 4 weeks, and
- (iii) available for work in the next 2 weeks.

This includes persons who are not working but are taking steps to start their own business or taking up a new job after the reference week.

5 This definition is in line with the international guidelines recommended by the International Labour Organisation (ILO). Hence, whether the survey respondents are unemployed is determined by their responses to questions that check on the three criteria above. They are never asked specifically if they are 'unemployed'.

SO WHY ARE THESE THREE CRITERIA USED?

6 First of all, it is clear that a person who is unemployed should not be working. Next, the person should be actively looking for a job as it is only through active job search that he or she can make contact with the prospective employers. On top of that, the person must also be available for work in the next 2 weeks so that it provides a current measure of the available labour supply.

7 This is why, contrary to what some may think, private-hire car drivers, freelancers, and persons on part-time and temporary work are not part of the unemployment statistics as they are at work. Hence, an increase in such workers would not result in a rise in the unemployment rate. For part-timers who are willing and available to work additional hours, they belong to a group of workers known as the *time-related underemployed* and are separately monitored. For persons without a job, the criteria of active job search and availability for work are used to determine if they are unemployed. Some examples are illustrated below:

(a) Retrenched workers

Not all retrenched workers would be considered to be unemployed as some may choose to exit the labour force, e.g. to take a break. Only retrenched workers who are actively looking and available for work will be counted as unemployed.

(b) Discouraged workers

They are not unemployed because they are not actively looking for a job as they believe that their job search would not yield results. Instead, they are considered to be *outside the labour force* (i.e. not employed and not unemployed).

(c) Graduating students looking for a job

They are considered to be unemployed only if they are available to start work in the next 2 weeks when being surveyed. In other words, a student who has started active job search in March (when being surveyed) but could only start work in June after graduation will not be classified as unemployed, as he is not available for work. Upon graduation, those who are not working, but are actively looking for a job and available for work will be counted as unemployed.

(d) Retirees and homemakers

It is possible for retirees as well as homemakers to be unemployed if they decided to re-enter the labour force. To be counted as unemployed, they need to be actively looking for a job and are available for work.

HOW LONG DO UNEMPLOYED PERSONS REMAIN IN THE UNEMPLOYMENT STATISTICS?

8 A person will be counted in the unemployment statistics so long as he or she fulfil the three criteria above. How long a person spent searching for a job is not a factor in determining whether he or she is unemployed. A fresh graduate who just started job search for a month is counted as unemployed, so will a person who is one year into his job search. What is different is that the latter also belongs to a group called the **long-term unemployed**, which is a subset of the

unemployed pool and comprises unemployed persons who have been searching for a job for at least 25 weeks.

9 It is important to monitor the long-term unemployment statistics as they capture information on unemployed persons who had prolonged difficulties in securing a job. It is an indicator of structural unemployment, or unemployment arising from mismatch in job seekers and job openings available.

ARE THERE SEASONAL FLUCTUATIONS IN THE UNEMPLOYMENT STATISTICS?

10 Unemployment is typically higher in June when the graduates enter the labour market to look for jobs, and students seek vacation jobs. It typically falls thereafter in September as graduates find work and students return to school. This seasonal pattern makes it difficult to tell if a quarter-to-quarter change in unemployment is a true reflection of the underlying trend or merely due to seasonal influences.

11 To remove the seasonal influences, a statistical technique called seasonal adjustment is used to produce seasonally adjusted unemployment data. These data can then be compared between different periods of the year (e.g. June with September). In the event where there is no or weak seasonality identified, non-seasonally adjusted data can be used.

12 Otherwise, with the presence of seasonality, data which are non-seasonally adjusted should more appropriately be compared with the same period across years (e.g. June 2016 with June 2017). Non-seasonally adjusted data should not be compared with seasonally adjusted data, as conclusions drawn from such comparison are influenced by seasonality and may not reflect the true underlying movement.

13 In addition, to understand the unemployment situation from a full-year perspective, we also look at the annual average unemployment data, which are simple averages of the non-seasonally adjusted unemployment data obtained at quarterly intervals. These annual averages are not impacted by seasonal influences within a year.

WHERE CAN THE UNEMPLOYMENT STATISTICS BE OBTAINED?

14 Unemployment data are released quarterly in the *Labour Market Report*, with preliminary top-line data released a month earlier in the *Labour Market Report Advance Release*. Breakdown of the data by age, education and sex are available in the quarterly Labour Market Reports, while more detailed breakdown by other characteristics such as occupation and industry are available annually in the *Labour Force in Singapore* report. Historical time series data are also published in the [tables](#) online.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2014	2015	2016	Sep	
				2016	2017
TOTAL	2.7	2.8	3.0	2.5	2.7
GENDER					
Males	2.7	2.7	3.0	2.8	2.7
Females	2.9	2.9	3.0	2.3	2.6
AGE GROUP (YEARS)					
Below 30	5.2	5.1	5.0	4.5	4.6
30 - 39	2.2	1.9	2.3	1.9	2.4
40 & Over	2.2	2.3	2.6	2.2	2.2
40 - 49	2.1	2.4	2.4	2.0	2.5
50 & Over	2.3	2.4	2.7	2.3	2.0
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.5	2.4	1.6	1.9
Secondary	2.8	2.7	3.1	2.6	1.9
Post-Secondary (Non-Tertiary)	2.7	3.0	3.2	2.8	4.0
Diploma & Professional Qualification	2.9	2.9	3.1	3.0	3.0
Degree	2.9	2.8	3.1	2.7	2.9

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

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

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2014	2015	2016	Sep	
				2016	2017
TOTAL	61.2	62.5	67.4	57.9	61.5
GENDER					
Males	31.8	33.2	36.2	34.3	34.0
Females	29.4	29.2	31.2	23.6	27.5
AGE GROUP (YEARS)					
Below 30	22.1	22.2	21.8	19.5	18.7
30 - 39	11.5	9.9	11.9	9.9	13.6
40 & Over	27.7	30.4	33.7	28.4	29.3
40 - 49	11.4	12.6	12.8	10.5	13.5
50 & Over	16.3	17.8	20.9	18.0	15.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	11.1	10.6	10.1	7.1	7.9
Secondary	11.6	11.3	12.3	10.7	7.5
Post-Secondary (Non-Tertiary)	6.4	7.4	7.5	6.2	8.8
Diploma & Professional Qualification	12.1	12.5	13.2	12.6	13.3
Degree	20.1	20.6	24.2	21.3	24.0

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

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the 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	
				Sep	
				2016	2017
TOTAL	0.6	0.6	0.8	0.8	0.8
GENDER					
Males	0.6	0.6	0.9	0.9	0.9
Females	0.5	0.5	0.6	0.6	0.7
AGE GROUP (YEARS)					
Below 30	0.5	0.5	0.6	0.6	0.7
30 - 39	0.4	0.5	0.6	0.6	0.7
40 & Over	0.6	0.7	0.9	0.9	0.8
40 - 49	0.5	0.7	0.8	0.8	1.0
50 & Over	0.8	0.7	1.0	1.0	0.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.5	0.4	0.6	0.5	0.7
Secondary	0.5	0.5	0.7	0.7	0.4
Post-Secondary (Non-Tertiary)	0.6	0.6	0.6	0.6	0.8
Diploma & Professional Qualification	0.5	0.5	0.7	0.8	0.8
Degree	0.6	0.8	1.0	1.0	0.9

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

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

1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2014	2015	2016	Sep	
				2016	2017
TOTAL	12.1	12.7	17.0	17.6	17.9
GENDER					
Males	7.5	7.6	10.6	11.0	10.9
Females	4.5	5.1	6.3	6.5	7.0
AGE GROUP (YEARS)					
Below 30	2.0	1.9	2.4	2.4	2.9
30 - 39	1.8	2.2	2.9	3.3	3.8
40 & Over	8.2	8.5	11.7	11.8	11.2
40 - 49	2.7	3.5	4.3	4.2	5.4
50 & Over	5.6	5.0	7.4	7.6	5.8
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.2	1.8	2.6	2.3	3.0
Secondary	2.2	2.2	2.9	3.0	1.7
Post-Secondary (Non-Tertiary)	1.2	1.4	1.2	1.4	1.7
Diploma & Professional Qualification	2.1	2.0	2.9	3.3	3.6
Degree	4.3	5.4	7.3	7.6	7.8

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

Notes :

- 1) Figures for the month are non-seasonally adjusted. Annual figures are the simple averages of the 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 Sep 2017
	2014	2015	2016	2016		2017				
				3Q	4Q	1Q	2Q	3Q		
TOTAL	130.1	32.3	16.8	-2.7	2.3	-6.8	-7.3	-2.3	3 656.7	
C10-32 MANUFACTURING	-4.4	-22.1	-15.5	-3.6	-6.5	-4.4	-3.6	-2.1	489.5	
C10-12 Food, Beverages & Tobacco	2.0	2.8	1.2	0.4	0.5	0.6	0.2	0.6	48.1	
C17,18,22 Paper / Rubber / Plastic Products & Printing	-0.6	-2.7	-1.9	-0.4	-0.6	-0.1	-0.6	-0.5	31.2	
C19-21 Petroleum, Chemical & Pharmaceutical Products	-3.1	-4.6	5.5	0.3	0.5	0.3	-1.6	-2.0	60.0	
C25,28 Fabricated Metal Products, Machinery & Equipment	0.3	-5.5	-7.1	-1.7	-2.2	-0.7	-0.9	-0.6	94.5	
C26 Electronic, Computer & Optical Products	-0.9	-1.7	-3.0	-0.3	0.3	0.5	2.5	2.3	89.5	
C29-30 Transport Equipment	-3.4	-11.4	-9.2	-1.8	-5.2	-4.9	-3.2	-2.3	103.0	
Other Manufacturing Industries	1.4	1.0	-0.8	-	0.1	-0.1	-	0.3	63.1	
F41-43 CONSTRUCTION	14.3	8.6	-11.5	-5.3	-8.3	-12.5	-10.5	-9.5	456.6	
G-U SERVICES	119.7	45.5	44.2	6.3	17.1	10.0	7.0	9.2	2 683.2	
G46-47 WHOLESALE AND RETAIL TRADE	20.5	-9.4	0.8	-0.9	3.6	-3.4	-1.5	-0.5	483.0	
G46 Wholesale Trade	10.5	-1.5	-0.6	-0.2	-0.4	-0.5	-0.3	0.5	321.3	
G47 Retail Trade	10.0	-7.9	1.4	-0.7	4.0	-2.9	-1.2	-1.1	161.7	
H49-53 TRANSPORTATION AND STORAGE	7.5	3.1	4.1	0.7	-0.1	0.5	1.7	0.3	244.8	
H49,5221 Land Transport & Supporting Services	2.8	2.5	4.4	0.8	0.6	0.9	1.2	0.8	101.2	
H50,5222, 5225 Water Transport & Supporting Services	2.2	-	-0.9	-0.3	-0.3	-0.5	0.3	-0.4	49.5	
H51,5223 Air Transport & Supporting Services	-0.3	0.4	-1.1	-	-1.3	-	0.1	-0.3	27.5	
Other Transportation & Storage Services	2.8	0.2	1.7	0.1	0.9	0.1	0.1	0.2	66.6	
I55-56 ACCOMMODATION AND FOOD SERVICES	9.1	4.8	6.0	0.7	4.7	0.1	-0.5	1.2	248.6	
I55 Accommodation	-0.1	-0.3	-0.9	0.6	-0.7	-0.7	-0.2	1.2	34.8	
I56 Food & Beverage Services	9.2	5.2	6.9	0.1	5.4	0.8	-0.3	-	213.8	
J58-63 INFORMATION AND COMMUNICATIONS	6.4	5.4	2.2	1.0	-	1.2	1.0	0.9	131.3	
J58-61 Telecommunications, Broadcasting & Publishing	1.3	0.1	-1.2	-0.3	-0.5	-0.2	0.1	-	39.3	
J62-63 IT & Other Information Services	5.1	5.3	3.4	1.4	0.5	1.4	0.9	0.9	92.0	
K64-66 FINANCIAL AND INSURANCE SERVICES	9.3	4.5	2.8	0.4	3.1	3.2	1.6	1.8	209.9	
K64 & 66 (excl.662) Financial Services	6.1	3.9	1.4	0.2	2.6	2.4	0.9	1.1	172.0	
K65 & 662 Insurance Services	3.2	0.6	1.4	0.2	0.5	0.8	0.7	0.7	37.9	
L68 REAL ESTATE SERVICES	6.9	-5.1	0.2	-0.1	0.2	0.7	-0.1	0.4	91.8	
M69-75 PROFESSIONAL SERVICES	14.0	7.7	3.8	1.2	-0.8	-0.7	0.2	1.1	237.7	
M69-70 Legal, Accounting & Management Services	8.1	10.5	5.9	2.0	-0.5	-0.4	0.5	1.0	120.7	
M71 Architectural & Engineering Services	0.3	-1.5	-2.5	-0.5	-0.5	-0.7	-0.8	-0.2	58.8	
Other Professional Services	5.5	-1.2	0.4	-0.3	0.2	0.4	0.5	0.3	58.2	
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	13.6	12.3	4.2	0.6	2.6	1.7	2.7	0.4	227.9	
N80 Security & Investigation	2.6	2.2	1.6	0.4	-0.1	0.7	0.8	1.0	46.4	
N81 Cleaning & Landscaping	3.3	7.4	2.2	0.4	0.3	1.3	0.6	0.6	64.9	
Other Administrative & Support Services	7.7	2.8	0.4	-0.2	2.3	-0.2	1.3	-1.1	116.6	
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	32.4	22.4	20.2	2.8	3.7	6.7	1.8	3.5	808.4	
O84,P85 Public Administration & Education	8.9	4.9	6.3	0.7	1.3	1.5	-0.4	-0.2	246.1	
Q86-88 Health & Social Services	8.5	7.3	5.8	1.4	1.4	1.5	1.2	1.1	150.7	
R90-93 Arts, Entertainment & Recreation	2.1	0.6	-0.5	-0.9	0.1	-0.2	-0.1	0.2	55.7	
S,T,U Other Community, Social & Personal Services	12.9	9.6	8.7	1.6	1.0	3.8	1.1	2.4	355.9	
A,B,D,E,V OTHERS*	0.5	0.3	-0.4	-0.1	0.1	0.2	-0.2	0.2	27.4	

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 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2014	2015	2016	2016		2017		
				3Q	4Q	1Q	2Q	3Q
TOTAL	12 930	15 580	19 170	4 220	5 440	4 000	3 640	3 400
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	3 970	5 210	6 280	1 120	1 990	890	840	730
C10-12 Food, Beverages & Tobacco	120	80	330	70	20	50	30	30
C17,18,22 Paper / Rubber / Plastic Products & Printing	150	570	410	30	90	50	90	60
C19-21 Petroleum, Chemical & Pharmaceutical Products	170	320	360	30	130	140	90	50
C25,28 Fabricated Metal Products, Machinery & Equipment	1 330	1 680	2 360	500	790	370	180	140
C26 Electronic, Computer & Optical Products	1 300	1 690	1 670	180	660	80	170	100
C29-30 Transport Equipment	460	670	760	160	240	170	280	330
Other Manufacturing Industries	460	200	390	150	70	40	10	10
F41-43 CONSTRUCTION	1 690	1 780	1 920	600	580	660	470	490
G-U SERVICES	7 260	8 510	10 880	2 510	2 840	2 440	2 330	2 180
G46-47 WHOLESALE AND RETAIL TRADE	2 190	2 180	2 380	470	550	650	500	500
G46 Wholesale Trade	1 490	2 150	2 200	440	510	510	440	480
G47 Retail Trade	700	30	180	30	40	140	70	30
H49-53 TRANSPORTATION AND STORAGE	470	690	870	120	280	150	170	300
H49,5221 Land Transport & Supporting Services	-	60	10	-	-	-	-	150
H50,5222, 5225 Water Transport & Supporting Services	210	280	490	90	140	80	70	110
H51,5223 Air Transport & Supporting Services	20	110	160	-	50	10	-	-
Other Transportation & Storage Services	240	250	220	30	80	60	90	40
I55-56 ACCOMMODATION AND FOOD SERVICES	380	200	350	200	20	60	180	120
I55 Accommodation	240	10	70	60	10	20	10	40
I56 Food & Beverage Services	140	190	280	140	10	40	170	80
J58-63 INFORMATION AND COMMUNICATIONS	790	710	970	160	260	250	240	250
J58-61 Telecommunications, Broadcasting & Publishing	350	280	570	60	150	140	90	180
J62-63 IT & Other Information Services	440	430	400	100	110	110	150	80
K64-66 FINANCIAL AND INSURANCE SERVICES	1 350	1 760	2 310	650	640	510	480	440
K64 & 66 (excl.662) Financial Services	1 280	1 710	2 210	640	630	500	460	440
K65 & 662 Insurance Services	60	50	90	10	10	10	30	-
L68 REAL ESTATE SERVICES	90	50	90	10	40	20	40	20
M69-75 PROFESSIONAL SERVICES	1 520	2 290	2 730	670	720	470	620	260
M69-70 Legal, Accounting & Management Services	1 030	1 180	1 410	300	430	300	270	160
M71 Architectural & Engineering Services	350	940	1 040	280	200	120	200	70
Other Professional Services	140	170	280	80	80	50	150	30
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	360	400	350	110	100	190	70	120
N80 Security & Investigation	110	70	20	20	-	120	-	-
N81 Cleaning & Landscaping	10	50	60	-	-	20	-	50
Other Administrative & Support Services	230	280	270	90	90	60	70	70
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	130	230	850	120	240	150	40	160
O84,P85 Public Administration & Education	40	40	50	20	20	-	10	-
Q86-88 Health & Social Services	20	90	40	10	10	20	10	10
R90-93 Arts, Entertainment & Recreation	20	10	500	90	10	110	10	120
S,T,U Other Community, Social & Personal Services	50	80	260	-	200	10	10	30
A,B,D,E,V OTHERS*	10	80	100	-	20	10	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6 530	8 550	10 890	2 390	3 180	2 380	2 200	1 880
Clerical, Sales & Service Workers	1 860	1 550	2 100	540	350	500	390	360
Production & Transport Operators, Cleaners & Labourers	4 540	5 480	6 190	1 290	1 910	1 120	1 050	1 170

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 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT
AND OCCUPATIONAL GROUP, THIRD QUARTER 2017

Number of Employees

Industry (SSIC 2010)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down- turn In Industry	Poor Business/ Business Failure *	High Costs	Reorga- nisation / Restruc- turing	Product Line Was Disconti- nued	Early Comple- tion of Project	Others	Total	Profes- sionals, Managers, Executives & Techni- cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labour- ers
TOTAL	1 140	1 050	820	1 740	120	130	40	3 400	1 880	360	1 170
C10-32 MANUFACTURING	440	190	240	190	80	60	-	730	300	60	370
C10-12 Food, Beverages & Tobacco	30	30	30	-	-	-	-	30	10	-	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	20	-	40	-	40	-	-	60	20	20	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	20	-	-	30	20	-	-	50	30	-	20
C25,28 Fabricated Metal Products, Machinery & Equipment	90	40	30	20	-	20	-	140	100	20	30
C26 Electronic, Computer & Optical Products	-	40	-	40	10	-	-	100	50	-	50
C29-30 Transport Equipment	270	70	120	100	-	30	-	330	90	20	220
Other Manufacturing Industries	10	-	10	-	-	-	-	10	10	-	-
F41-43 CONSTRUCTION	310	370	110	50	-	30	-	490	60	10	420
G-U SERVICES	400	480	470	1 500	40	50	40	2 180	1 510	290	380
G46-47 WHOLESALE AND RETAIL TRADE	70	100	60	410	10	20	10	500	380	80	50
G46 Wholesale Trade	70	80	60	390	10	20	-	480	360	60	50
G47 Retail Trade	-	20	-	30	-	-	-	30	10	20	-
H49-53 TRANSPORTATION AND STORAGE	200	90	50	70	-	-	-	300	100	30	170
H49,5221 Land Transport & Supporting Services	150	10	10	10	-	-	-	150	-	-	140
H50,5222, 5225 Water Transport & Supporting Services	50	70	20	30	-	-	-	110	70	10	30
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	-	10	20	30	-	-	-	40	20	10	-
I55-56 ACCOMMODATION AND FOOD SERVICES	10	10	70	90	-	-	-	120	40	40	50
I55 Accommodation	-	-	-	40	-	-	-	40	20	20	-
I56 Food & Beverage Services	10	10	70	50	-	-	-	80	20	20	50
J58-63 INFORMATION AND COMMUNICATIONS	30	130	30	110	-	10	30	250	200	40	10
J58-61 Telecommunications, Broadcasting & Publishing	20	130	30	50	-	10	30	180	130	40	10
J62-63 IT & Other Information Services	10	-	-	60	-	-	-	80	80	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	-	-	210	410	30	-	-	440	430	10	-
K64 & 66 (excl.662) Financial Services	-	-	210	410	30	-	-	440	430	10	-
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	-	-	-	20	-	-	-	20	20	-	-
M69-75 PROFESSIONAL SERVICES	30	50	30	190	-	10	-	260	240	20	-
M69-70 Legal, Accounting & Management Services	-	10	20	150	-	-	-	160	140	10	-
M71 Architectural & Engineering Services	30	40	-	10	-	10	-	70	60	10	-
Other Professional Services	-	10	10	30	-	-	-	30	30	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	60	80	-	60	-	-	-	120	50	10	60
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	50	-	-	-	-	-	50	-	-	50
Other Administrative & Support Services	60	40	-	60	-	-	-	70	50	10	10
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	20	30	130	-	10	-	160	60	70	40
O84,P85 Public Administration & Education	-	-	-	-	-	-	-	-	-	-	-
Q86-88 Health & Social Services	-	-	-	-	-	-	-	10	-	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	120	-	-	-	120	40	60	20
S,T,U Other Community, Social & Personal Services	-	20	30	10	-	10	-	30	10	10	20
A,B,D,E,V OTHERS**	-	-	-	-	-	-	-	-	-	-	-

* 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 retrenchment.
- 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 OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2014	2015	2016	2016		2017		
				3Q	4Q	1Q	2Q	3Q
TOTAL	10 910	13 440	16 810	3 520	4 810	3 480	3 120	2 920
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	3 350	4 790	5 620	950	1 860	740	710	590
C10-12 Food, Beverages & Tobacco	120	80	290	70	20	50	30	30
C17,18,22 Paper / Rubber / Plastic Products & Printing	150	560	360	30	80	50	90	60
C19-21 Petroleum, Chemical & Pharmaceutical Products	160	310	360	30	130	130	90	50
C25,28 Fabricated Metal Products, Machinery & Equipment	1 060	1 450	2 210	460	720	290	170	120
C26 Electronic, Computer & Optical Products	1 290	1 680	1 670	180	660	80	160	100
C29-30 Transport Equipment	280	530	480	90	190	110	170	210
Other Manufacturing Industries	290	180	260	90	60	40	10	10
F41-43 CONSTRUCTION	990	770	870	250	260	370	220	370
G-U SERVICES	6 560	7 800	10 230	2 310	2 670	2 370	2 190	1 960
G46-47 WHOLESALE AND RETAIL TRADE	2 090	2 100	2 310	450	540	650	490	500
G46 Wholesale Trade	1 390	2 080	2 130	420	500	510	430	470
G47 Retail Trade	700	30	170	20	40	140	60	30
H49-53 TRANSPORTATION AND STORAGE	390	510	720	100	210	150	150	160
H49,5221 Land Transport & Supporting Services	-	40	-	-	-	-	-	10
H50,5222,5225 Water Transport & Supporting Services	190	200	430	70	140	80	70	110
H51,5223 Air Transport & Supporting Services	20	70	110	-	-	10	-	-
Other Transportation & Storage Services	180	190	190	30	70	60	80	40
I55-56 ACCOMMODATION AND FOOD SERVICES	370	190	320	200	20	60	160	120
I55 Accommodation	240	10	70	60	10	20	10	40
I56 Food & Beverage Services	120	180	250	140	10	40	150	80
J58-63 INFORMATION AND COMMUNICATIONS	570	620	910	140	240	240	230	250
J58-61 Telecommunications, Broadcasting & Publishing	350	280	530	40	130	140	90	180
J62-63 IT & Other Information Services	230	350	380	100	100	100	140	70
K64-66 FINANCIAL AND INSURANCE SERVICES	1 330	1 700	2 290	650	640	510	470	440
K64 & 66 (excl.662) Financial Services	1 270	1 660	2 200	630	630	500	440	440
K65 & 662 Insurance Services	50	50	90	10	10	10	30	-
L68 REAL ESTATE SERVICES	90	50	70	10	30	20	30	20
M69-75 PROFESSIONAL SERVICES	1 410	2 150	2 600	630	700	450	560	230
M69-70 Legal, Accounting & Management Services	1 020	1 170	1 380	280	430	290	270	140
M71 Architectural & Engineering Services	270	820	960	260	190	120	140	60
Other Professional Services	130	160	260	80	80	40	150	30
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	220	270	230	30	70	170	70	110
N80 Security & Investigation	80	70	-	-	-	120	-	-
N81 Cleaning & Landscaping	10	30	50	-	-	-	-	50
Other Administrative & Support Services	130	170	180	30	70	60	70	60
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	100	210	770	110	220	140	30	140
O84,P85 Public Administration & Education	20	40	40	10	10	-	10	-
Q86-88 Health & Social Services	20	80	30	10	10	10	10	10
R90-93 Arts, Entertainment & Recreation	20	10	480	90	10	110	10	100
S,T,U Other Community, Social & Personal Services	50	80	230	-	200	10	10	30
A,B,D,E,V OTHERS*	10	80	100	-	20	10	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	5 990	8 140	10 490	2 230	3 080	2 300	2 150	1 790
Clerical, Sales & Service Workers	1 710	1 500	1 940	500	330	470	340	340
Production & Transport Operators, Cleaners & Labourers	3 210	3 800	4 390	790	1 390	720	640	800

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 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2014	2015	2016	2016		2017		
				3Q	4Q	1Q	2Q	3Q
TOTAL	2 020	2 140	2 360	710	630	510	520	480
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	620	430	660	160	130	140	130	140
C10-12 Food, Beverages & Tobacco	-	10	40	-	-	-	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	10	50	-	10	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	10	-	-	-	10	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	270	230	150	40	70	80	10	20
C26 Electronic, Computer & Optical Products	-	10	10	-	-	-	10	-
C29-30 Transport Equipment	170	140	280	70	50	60	110	120
Other Manufacturing Industries	170	20	130	50	10	-	-	-
F41-43 CONSTRUCTION	700	1 010	1 050	350	320	290	250	130
G-U SERVICES	700	710	650	200	170	80	140	220
G46-47 WHOLESALE AND RETAIL TRADE	100	80	70	20	10	10	10	10
G46 Wholesale Trade	100	80	70	20	10	10	10	10
G47 Retail Trade	-	-	10	-	-	-	10	-
H49-53 TRANSPORTATION AND STORAGE	80	180	150	30	70	-	10	140
H49,5221 Land Transport & Supporting Services	-	10	-	-	-	-	-	140
H50,5222, 5225 Water Transport & Supporting Services	10	80	60	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	-	-	20	-
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	20	10	30	10	-	-	20	-
J58-63 INFORMATION AND COMMUNICATIONS	210	90	50	20	20	10	10	10
J58-61 Telecommunications, Broadcasting & Publishing	10	-	30	20	20	-	-	-
J62-63 IT & Other Information Services	210	90	20	-	10	10	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	20	60	20	-	-	-	10	-
K64 & 66 (excl.662) Financial Services	10	60	20	-	-	-	10	-
K65 & 662 Insurance Services	10	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	-	-	10	-	10	-	-	-
M69-75 PROFESSIONAL SERVICES	110	140	130	40	20	20	60	30
M69-70 Legal, Accounting & Management Services	20	10	30	20	10	10	-	20
M71 Architectural & Engineering Services	90	120	80	20	10	-	60	10
Other Professional Services	10	10	20	-	-	10	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	140	130	120	70	30	20	-	10
N80 Security & Investigation	40	-	20	20	-	-	-	-
N81 Cleaning & Landscaping	-	20	10	-	-	10	-	-
Other Administrative & Support Services	100	110	90	60	20	10	-	10
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	30	70	10	20	20	10	30
O84,P85 Public Administration & Education	20	-	10	10	10	-	10	-
Q86-88 Health & Social Services	-	20	10	-	-	10	-	-
R90-93 Arts, Entertainment & Recreation	-	-	20	-	-	10	-	20
S,T,U Other Community, Social & Personal Services	-	10	30	-	10	-	-	10
A,B,D,E,V OTHERS*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	550	420	400	160	100	80	50	90
Clerical, Sales & Service Workers	140	50	160	40	20	30	50	20
Production & Transport Operators, Cleaners & Labourers	1 330	1 670	1 800	510	510	400	420	370

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 EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF

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

	Number of Employees							
	2014	2015	2016	2016		2017		
				3Q	4Q	1Q	2Q	3Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	260	810	950	1 000	1 160	1 180	1 240	1 100
SECTOR								
Manufacturing	130	530	600	710	710	760	710	510
Construction	100	170	110	70	150	110	280	290
Services	30	110	240	220	300	300	250	300
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	40	260	260	290	340	480	410	400
Clerical, Sales & Service Workers	10	50	100	110	140	160	70	90
Production & Transport Operators, Cleaners & Labourers	210	500	590	600	680	540	760	610
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	150	660	820	890	930	1 090	1 010	880
SECTOR								
Manufacturing	120	490	570	650	690	760	710	510
Construction	20	80	40	40	50	50	100	100
Services	20	90	200	200	190	280	210	260
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	30	250	230	240	280	470	380	380
Clerical, Sales & Service Workers	10	50	90	100	120	150	70	80
Production & Transport Operators, Cleaners & Labourers	120	370	500	540	530	470	560	420
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	100	150	130	120	230	90	230	220
SECTOR								
Manufacturing	10	40	30	70	20	-	-	-
Construction	80	100	70	20	100	70	180	190
Services	10	10	40	30	110	20	40	30
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	10	30	50	60	20	20	20
Clerical, Sales & Service Workers	-	-	10	10	20	-	-	-
Production & Transport Operators, Cleaners & Labourers	90	140	90	60	150	70	200	200

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 employees 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 RETRENCHED RESIDENTS WHO RE-ENTERED EMPLOYMENT
BY GENDER, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP
PRIOR TO RETRENCHMENT

Per Cent

Characteristics	2014	2015	2016	2016		2017		
				3Q	4Q	1Q	2Q	3Q
TOTAL	69.8	71.8	64.5	63.4	64.7	64.4	64.5	66.4
GENDER								
Males	67.5	69.0	62.5	59.3	63.6	60.2	62.7	65.1
Females	72.5	75.0	67.4	68.5	66.4	69.5	66.8	68.2
AGE GROUP (YEARS)								
Below 30	85.0	84.8	80.7	74.1	81.6	78.4	79.4	81.7
30 - 39	76.8	76.3	73.4	72.0	75.0	71.8	70.9	74.2
40 & Over	65.1	67.7	58.7	58.5	58.2	59.5	59.9	62.3
40 - 49	68.8	72.0	64.1	64.0	63.4	63.9	66.9	68.5
50 & Over	60.7	63.5	52.9	53.6	52.3	55.0	52.2	55.9
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	73.1	80.6	66.3	63.8	72.9	70.6	70.2	77.6
Secondary	76.5	76.8	66.3	65.2	67.0	72.3	69.9	68.6
Post-Secondary (Non-Tertiary)	73.2	73.3	65.4	63.3	66.9	62.0	63.7	63.8
Diploma & Professional Qualification	73.6	73.4	69.0	67.5	66.0	67.5	67.5	67.6
Degree	64.1	64.8	60.4	60.2	60.0	59.5	60.2	62.2
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	65.5	67.0	62.4	60.9	62.2	60.6	61.9	63.6
Clerical, Sales & Service Workers	78.5	83.1	71.6	74.6	67.4	77.7	68.6	73.0
Production & Transport Operators, Cleaners & Labourers	77.0	78.6	68.4	66.3	73.5	68.1	74.9	75.0

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 retrenched 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 retrenched by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment six months after they were retrenched.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2014	2015	2016	Sep	
				2016	2017
TOTAL	63.3	59.3	49.5	53.8	53.1
INDUSTRY (SSIC 2010)					
C10-32 MANUFACTURING	8.5	7.0	5.8	6.1	7.2
C10-12 Food, Beverages & Tobacco	0.8	0.8	0.6	0.7	0.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	0.4	0.3	0.2	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	0.5	0.4	0.5	0.5
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	1.4	1.0	1.0	1.2
C26 Electronic, Computer & Optical Products	2.1	2.0	1.9	2.0	3.1
C29-30 Transport Equipment	1.7	1.2	0.8	0.9	0.9
Other Manufacturing Industries	0.7	0.7	0.7	0.7	0.6
F41-43 CONSTRUCTION	3.6	2.9	2.0	2.4	2.0
G-U SERVICES	50.7	48.9	41.3	44.9	43.6
G46-47 WHOLESALE AND RETAIL TRADE	7.9	7.2	6.2	6.5	5.9
G46 Wholesale Trade	4.1	4.0	2.8	3.0	3.4
G47 Retail Trade	3.9	3.3	3.4	3.5	2.5
H49-53 TRANSPORTATION AND STORAGE	4.2	3.8	2.9	2.8	3.4
H49,5221 Land Transport & Supporting Services	1.1	0.9	0.7	0.6	0.7
H50,5222, 5225 Water Transport & Supporting Services	0.8	0.5	0.3	0.3	0.4
H51,5223 Air Transport & Supporting Services	0.9	1.0	0.7	0.7	0.6
Other Transportation & Storage Services	1.4	1.4	1.2	1.2	1.7
I55-56 ACCOMMODATION AND FOOD SERVICES	7.4	7.2	5.7	6.5	6.0
I55 Accommodation	1.8	1.8	1.6	1.5	1.7
I56 Food & Beverage Services	5.6	5.4	4.0	5.0	4.3
J58-63 INFORMATION AND COMMUNICATIONS	2.4	2.8	2.9	3.3	2.9
J58-61 Telecommunications, Broadcasting & Publishing	0.6	0.7	0.9	1.0	0.7
J62-63 IT & Other Information Services	1.8	2.0	2.0	2.3	2.1
K64-66 FINANCIAL AND INSURANCE SERVICES	3.8	3.7	3.2	3.2	4.7
K64 & 66 (excl.662) Financial Services	3.4	3.3	2.8	2.7	4.2
K65 & 662 Insurance Services	0.4	0.4	0.5	0.4	0.5
L68 REAL ESTATE SERVICES	2.3	2.2	1.6	1.8	1.3
M69-75 PROFESSIONAL SERVICES	3.5	4.1	3.3	3.4	3.3
M69-70 Legal, Accounting & Management Services	1.9	2.5	1.9	2.2	2.0
M71 Architectural & Engineering Services	0.9	0.8	0.7	0.7	0.7
Other Professional Services	0.7	0.8	0.7	0.6	0.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.4	5.3	4.9	5.9	5.2
N80 Security & Investigation	2.0	2.4	2.3	2.6	2.3
N81 Cleaning & Landscaping	1.8	1.6	1.4	2.0	1.7
Other Administrative & Support Services	1.6	1.3	1.2	1.4	1.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	13.7	12.6	10.8	11.5	11.0
O84,P85 Public Administration & Education	6.5	5.9	5.4	5.6	5.3
Q86-88 Health & Social Services	4.4	3.6	3.1	3.5	2.8
R90-93 Arts, Entertainment & Recreation	1.5	2.0	1.4	1.3	1.6
S,T,U Other Community, Social & Personal Services	1.2	1.1	0.8	1.1	1.3
A,B,D,E,V OTHERS*	0.5	0.5	0.4	0.4	0.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	28.4	28.6	25.0	25.8	25.8
Clerical, Sales & Service Workers	18.4	16.9	13.7	15.9	14.6
Production & Transport Operators, Cleaners & Labourers	16.5	13.9	10.9	12.1	12.8

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) Figures for the month are non-seasonally adjusted. 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				
				Sep				
				2016	2017			
				2014	2015	2016	2016	2017
TOTAL				3.0	2.8	2.3	2.4	2.5
INDUSTRY (SSIC 2010)								
C10-32	MANUFACTURING			2.1	1.8	1.6	1.6	2.0
C10-12	Food, Beverages & Tobacco			3.0	2.6	2.1	2.3	1.9
C17,18,22	Paper / Rubber / Plastic Products & Printing			2.2	1.6	1.3	1.0	1.3
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.8	1.8	1.6	1.8	1.6
C25,28	Fabricated Metal Products, Machinery & Equipment			2.1	1.4	1.1	1.2	1.6
C26	Electronic, Computer & Optical Products			2.5	2.3	2.4	2.6	3.8
C29-30	Transport Equipment			1.7	1.3	0.9	0.9	1.1
	Other Manufacturing Industries			1.9	1.9	1.9	1.9	1.6
F41-43	CONSTRUCTION			1.2	0.9	0.6	0.7	0.7
G-U	SERVICES			3.7	3.5	2.9	3.1	3.0
G46-47	WHOLESALE AND RETAIL TRADE			3.3	2.9	2.6	2.7	2.4
G46	Wholesale Trade			2.5	2.3	1.8	1.8	2.0
G47	Retail Trade			5.1	4.3	4.4	4.4	3.1
H49-53	TRANSPORTATION AND STORAGE			2.8	2.4	1.9	1.8	2.1
H49,5221	Land Transport & Supporting Services			3.3	2.4	1.8	1.6	1.8
H50,5222,5225	Water Transport & Supporting Services			2.2	1.3	0.9	0.8	1.1
H51,5223	Air Transport & Supporting Services			2.7	3.0	2.1	1.9	1.8
	Other Transportation & Storage Services			3.1	3.0	2.6	2.7	3.5
I55-56	ACCOMMODATION AND FOOD SERVICES			5.9	5.4	4.3	4.5	4.2
I55	Accommodation			7.5	7.3	6.7	6.0	6.9
I56	Food & Beverage Services			5.5	5.0	3.7	4.2	3.6
J58-63	INFORMATION AND COMMUNICATIONS			3.5	3.8	3.9	4.4	3.7
J58-61	Telecommunications, Broadcasting & Publishing			2.3	2.5	3.1	3.5	2.5
J62-63	IT & Other Information Services			4.3	4.8	4.5	4.9	4.5
K64-66	FINANCIAL AND INSURANCE SERVICES			2.9	2.8	2.4	2.3	3.5
K64 & 66 (excl.662)	Financial Services			2.9	2.8	2.4	2.3	3.6
K65 & 662	Insurance Services			2.8	2.5	2.6	2.4	2.6
L68	REAL ESTATE SERVICES			3.9	3.8	2.9	3.4	2.2
M69-75	PROFESSIONAL SERVICES			2.7	3.0	2.5	2.5	2.4
M69-70	Legal, Accounting & Management Services			3.0	3.8	3.0	3.1	2.8
M71	Architectural & Engineering Services			1.9	1.7	1.6	1.5	1.5
	Other Professional Services			3.3	3.5	3.1	2.6	3.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			4.5	3.9	3.3	3.8	3.4
N80	Security & Investigation			5.0	5.6	4.9	5.5	4.9
N81	Cleaning & Landscaping			4.3	3.3	2.5	3.3	3.0
	Other Administrative & Support Services			4.1	2.9	2.7	2.9	2.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			4.1	3.7	3.1	3.2	3.0
O84,P85	Public Administration & Education			3.9	3.4	3.0	3.1	2.9
Q86-88	Health & Social Services			4.8	3.8	3.1	3.5	2.6
R90-93	Arts, Entertainment & Recreation			3.8	4.8	3.5	3.0	3.9
S,T,U	Other Community, Social & Personal Services			4.1	3.5	2.7	3.2	3.6
A,B,D,E,V	OTHERS*			2.5	2.3	1.8	1.9	1.8
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	3.6	3.3
	Production & Transport Operators, Cleaners & Labourers			2.3	1.9	1.6	1.7	1.9

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the month are non-seasonally adjusted. 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, THIRD QUARTER 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	53.1	2.5	25.8	2.5	14.6	3.3	12.8	1.9
C10-32 MANUFACTURING	7.2	2.0	2.8	1.8	0.5	1.7	3.9	2.2
C10-12 Food, Beverages & Tobacco	0.6	1.9	0.1	1.2	0.2	2.5	0.3	1.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.3	0.1	1.0	-	-	0.2	1.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	1.6	0.4	1.6	-	-	0.1	1.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.6	0.7	2.2	0.1	1.1	0.5	1.2
C26 Electronic, Computer & Optical Products	3.1	3.8	0.9	2.2	-	-	2.1	6.0
C29-30 Transport Equipment	0.9	1.1	0.4	1.4	0.1	1.7	0.4	0.8
Other Manufacturing Industries	0.6	1.6	0.2	1.9	-	-	0.3	1.5
F41-43 CONSTRUCTION	2.0	0.7	0.7	1.1	0.1	0.8	1.1	0.5
G-U SERVICES	43.6	3.0	22.2	2.8	13.9	3.5	7.5	2.8
G46-47 WHOLESALE AND RETAIL TRADE	5.9	2.4	2.4	2.1	2.6	2.8	0.9	2.2
G46 Wholesale Trade	3.4	2.0	2.1	2.2	0.8	2.1	0.5	1.5
G47 Retail Trade	2.5	3.1	0.3	1.6	1.8	3.4	0.4	4.8
H49-53 TRANSPORTATION AND STORAGE	3.4	2.1	0.7	1.5	0.9	2.0	1.8	2.6
H49,5221 Land Transport & Supporting Services	0.7	1.8	0.1	1.4	0.1	2.0	0.5	1.9
H50,5222,5225 Water Transport & Supporting Services	0.4	1.1	0.2	1.1	-	-	0.2	1.2
H51,5223 Air Transport & Supporting Services	0.6	1.8	0.2	1.8	0.3	1.5	0.1	3.4
Other Transportation & Storage Services	1.7	3.5	0.3	1.8	0.4	3.7	1.0	4.4
I55-56 ACCOMMODATION AND FOOD SERVICES	6.0	4.2	0.7	2.4	3.9	4.5	1.3	5.2
I55 Accommodation	1.7	6.9	0.2	2.9	0.9	8.9	0.5	8.4
I56 Food & Beverage Services	4.3	3.6	0.5	2.2	3.0	3.9	0.8	4.2
J58-63 INFORMATION AND COMMUNICATIONS	2.9	3.7	2.7	4.0	0.1	2.0	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.7	2.5	0.7	2.7	0.1	1.3	-	-
J62-63 IT & Other Information Services	2.1	4.5	2.0	4.7	0.1	3.4	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	4.7	3.5	4.3	3.6	0.4	2.9	-	-
K64 & 66 (excl.662) Financial Services	4.2	3.6	3.9	3.7	0.2	2.9	-	-
K65 & 662 Insurance Services	0.5	2.6	0.4	2.4	0.1	3.0	-	-
L68 REAL ESTATE SERVICES	1.3	2.2	0.5	2.2	0.2	2.5	0.6	2.2
M69-75 PROFESSIONAL SERVICES	3.3	2.4	2.7	2.7	0.4	2.4	0.2	1.2
M69-70 Legal, Accounting & Management Services	2.0	2.8	1.6	2.8	0.3	2.8	0.1	2.3
M71 Architectural & Engineering Services	0.7	1.5	0.5	1.9	-	-	0.1	0.8
Other Professional Services	0.7	3.1	0.6	3.2	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.2	3.4	0.8	2.7	2.4	4.3	2.0	3.0
N80 Security & Investigation	2.3	4.9	0.2	4.3	2.1	5.1	-	-
N81 Cleaning & Landscaping	1.7	3.0	-	-	-	-	1.7	3.4
Other Administrative & Support Services	1.1	2.4	0.6	2.8	0.3	2.4	0.2	1.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	11.0	3.0	7.3	2.7	3.0	4.0	0.7	3.0
O84,P85 Public Administration & Education	5.3	2.9	4.9	3.0	0.3	2.0	0.1	2.2
Q86-88 Health & Social Services	2.8	2.6	1.7	2.3	0.9	3.7	0.2	3.0
R90-93 Arts, Entertainment & Recreation	1.6	3.9	0.3	2.3	1.1	4.8	0.2	4.7
S,T,U Other Community, Social & Personal Services	1.3	3.6	0.4	2.5	0.7	5.4	0.2	2.5
A,B,D,E,V OTHERS*	0.4	1.8	0.1	1.1	-	-	0.2	2.9

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

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

- : nil or negligible

Notes :

- 1) Data are non-seasonally adjusted and 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				
				2014	2015	2016	3Q	
							2016	2017
	TOTAL			2.6	2.4	2.2	2.2	2.2
	INDUSTRY (SSIC 2010)							
C10-32	MANUFACTURING			1.8	1.6	1.6	1.6	2.1
C10-12	Food, Beverages & Tobacco			3.1	3.2	2.9	3.1	2.8
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.8	1.8	1.6	1.6	2.0
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.8	1.4	1.3	1.5	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment			1.9	1.5	1.4	1.4	1.8
C26	Electronic, Computer & Optical Products			1.7	1.6	1.6	1.5	2.9
C29-30	Transport Equipment			1.3	1.1	1.2	1.2	1.7
	Other Manufacturing Industries			2.0	1.8	1.8	1.8	1.8
F41-43	CONSTRUCTION			2.6	2.5	2.1	1.9	1.7
G-U	SERVICES			2.8	2.6	2.4	2.4	2.4
G46-47	WHOLESALE AND RETAIL TRADE			3.1	2.7	2.5	2.3	2.5
G46	Wholesale Trade			2.4	2.0	1.9	1.9	1.9
G47	Retail Trade			4.8	4.1	3.8	3.1	3.6
H49-53	TRANSPORTATION AND STORAGE			2.1	2.0	1.8	1.9	1.8
H49,5221	Land Transport & Supporting Services			2.1	2.2	1.9	1.9	1.8
H50,5222,5225	Water Transport & Supporting Services			1.9	1.7	1.4	1.5	1.7
H51,5223	Air Transport & Supporting Services			1.1	1.5	1.3	1.3	1.0
	Other Transportation & Storage Services			3.1	2.5	2.4	2.6	2.4
I55-56	ACCOMMODATION AND FOOD SERVICES			4.7	4.5	3.9	3.6	3.5
I55	Accommodation			3.4	3.5	2.9	3.0	3.0
I56	Food & Beverage Services			5.0	4.7	4.2	3.8	3.6
J58-63	INFORMATION AND COMMUNICATIONS			3.0	2.6	2.2	2.1	2.2
J58-61	Telecommunications, Broadcasting & Publishing			2.5	2.2	1.8	1.8	1.8
J62-63	IT & Other Information Services			3.3	3.0	2.4	2.4	2.5
K64-66	FINANCIAL AND INSURANCE SERVICES			2.2	2.0	1.9	2.0	2.2
K64 & 66 (excl.662)	Financial Services			2.1	1.9	1.8	2.0	2.1
K65 & 662	Insurance Services			2.5	2.5	2.5	2.6	2.6
L68	REAL ESTATE SERVICES			3.8	3.5	3.5	3.6	3.4
M69-75	PROFESSIONAL SERVICES			2.3	2.2	2.3	2.6	2.4
M69-70	Legal, Accounting & Management Services			2.4	2.5	2.3	2.7	2.8
M71	Architectural & Engineering Services			2.2	1.8	2.3	2.5	2.1
	Other Professional Services			2.2	2.3	2.0	2.2	1.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			5.2	4.7	4.4	4.2	4.4
N80	Security & Investigation			4.6	4.2	3.5	3.4	3.5
N81	Cleaning & Landscaping			5.6	5.1	4.8	4.7	4.1
	Other Administrative & Support Services			5.3	4.8	4.9	4.4	5.6
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	1.3	1.2
Q86-88	Health & Social Services			2.1	2.0	1.6	1.5	1.6
R90-93	Arts, Entertainment & Recreation			2.4	2.6	1.7	1.6	2.0
S,T,U	Other Community, Social & Personal Services			2.4	2.2	2.2	2.1	1.8
A,B,D,E,V	OTHERS*			2.1	1.6	1.3	1.3	1.6
	OCCUPATIONAL GROUP							
	Professionals, Managers, Executives & Technicians			1.9	1.8	1.6	1.7	1.8
	Clerical, Sales & Service Workers			3.8	3.5	3.1	2.9	3.0
	Production & Transport Operators, Cleaners & Labourers			2.9	2.6	2.5	2.4	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) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2014	2015	2016	3Q	
				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	2.9	2.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.6	1.7	1.8	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.2	1.0	0.9	0.9	1.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.5	1.5	1.6
C26 Electronic, Computer & Optical Products	1.5	1.4	1.4	1.4	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	1.2
F41-43 CONSTRUCTION	1.9	1.8	1.7	1.6	1.7
G-U SERVICES	2.2	2.0	1.9	1.9	1.9
G46-47 WHOLESALE AND RETAIL TRADE	2.6	2.2	2.2	2.0	2.0
G46 Wholesale Trade	2.0	1.7	1.7	1.6	1.6
G47 Retail Trade	4.0	3.4	3.2	2.9	2.8
H49-53 TRANSPORTATION AND STORAGE	1.7	1.5	1.4	1.4	1.4
H49,5221 Land Transport & Supporting Services	1.5	1.4	1.3	1.2	1.4
H50,5222, 5225 Water Transport & Supporting Services	1.3	1.1	1.1	1.2	1.0
H51,5223 Air Transport & Supporting Services	1.0	1.0	0.9	1.0	0.9
Other Transportation & Storage Services	2.6	2.1	2.0	2.0	1.9
I55-56 ACCOMMODATION AND FOOD SERVICES	4.3	4.0	3.6	3.5	3.2
I55 Accommodation	3.0	3.0	2.6	2.6	2.5
I56 Food & Beverage Services	4.6	4.3	3.8	3.7	3.4
J58-63 INFORMATION AND COMMUNICATIONS	1.8	1.8	1.7	1.7	1.7
J58-61 Telecommunications, Broadcasting & Publishing	1.5	1.5	1.4	1.5	1.4
J62-63 IT & Other Information Services	2.0	2.0	1.9	1.8	1.9
K64-66 FINANCIAL AND INSURANCE SERVICES	1.4	1.3	1.2	1.3	1.4
K64 & 66 (excl.662) Financial Services	1.3	1.2	1.2	1.3	1.4
K65 & 662 Insurance Services	1.9	1.7	1.6	1.6	1.8
L68 REAL ESTATE SERVICES	3.4	3.1	2.9	3.1	2.9
M69-75 PROFESSIONAL SERVICES	1.8	1.8	1.6	1.7	1.6
M69-70 Legal, Accounting & Management Services	1.8	1.8	1.7	1.8	1.7
M71 Architectural & Engineering Services	1.8	1.6	1.5	1.6	1.6
Other Professional Services	1.7	2.1	1.6	1.6	1.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.0	3.4	3.5	3.3	3.7
N80 Security & Investigation	3.7	3.1	2.8	2.6	3.0
N81 Cleaning & Landscaping	4.7	4.2	4.1	3.9	4.7
Other Administrative & Support Services	3.4	2.9	3.3	3.0	3.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.1	1.1	1.0	1.0	1.0
O84,P85 Public Administration & Education	0.7	0.6	0.7	0.7	0.7
Q86-88 Health & Social Services	1.2	1.2	1.1	1.1	1.1
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	1.8	1.3
A,B,D,E,V OTHERS*	1.5	1.4	1.2	1.1	2.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.3	1.3	1.2	1.2	1.2
Clerical, Sales & Service Workers	3.1	2.8	2.7	2.6	2.5
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) Figures for the quarter are non-seasonally adjusted. Annual figures are the simple averages of the figures obtained at quarterly intervals.

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, THIRD 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	2.2	1.8	1.8	1.2	3.0	2.5	2.4	2.3
C10-32 MANUFACTURING	2.1	1.6	1.6	1.1	2.3	1.8	2.4	1.9
C10-12 Food, Beverages & Tobacco	2.8	2.3	1.8	1.3	3.4	2.8	2.9	2.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	2.0	1.7	1.4	1.2	1.2	1.4	2.5	2.1
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.0	1.4	0.9	1.8	1.5	1.3	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.8	1.6	1.6	1.2	1.6	1.5	2.0	2.0
C26 Electronic, Computer & Optical Products	2.9	1.6	2.0	1.2	1.9	1.0	4.0	2.2
C29-30 Transport Equipment	1.7	1.5	1.2	0.8	2.3	1.2	1.8	1.9
Other Manufacturing Industries	1.8	1.2	1.5	1.1	1.7	1.6	1.9	1.3
F41-43 CONSTRUCTION	1.7	1.7	1.6	1.5	1.3	1.6	1.7	1.8
G-U SERVICES	2.4	1.9	1.8	1.3	3.2	2.6	3.1	2.8
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.0	1.7	1.3	3.6	3.0	2.1	1.9
G46 Wholesale Trade	1.9	1.6	1.6	1.2	2.8	2.5	1.8	1.7
G47 Retail Trade	3.6	2.8	2.4	1.7	4.1	3.3	3.5	2.4
H49-53 TRANSPORTATION AND STORAGE	1.8	1.4	1.6	1.1	1.6	1.3	2.1	1.5
H49,5221 Land Transport & Supporting Services	1.8	1.4	1.6	1.3	2.2	2.0	1.8	1.3
H50,5222, 5225 Water Transport & Supporting Services	1.7	1.0	1.7	1.0	2.2	1.3	1.7	1.0
H51,5223 Air Transport & Supporting Services	1.0	0.9	0.9	0.7	1.0	1.0	1.1	1.3
Other Transportation & Storage Services	2.4	1.9	1.8	1.4	2.3	1.7	2.9	2.3
I55-56 ACCOMMODATION AND FOOD SERVICES	3.5	3.2	2.2	2.0	4.0	3.7	3.1	3.1
I55 Accommodation	3.0	2.5	2.6	2.4	3.2	2.4	3.0	2.7
I56 Food & Beverage Services	3.6	3.4	2.1	1.9	4.1	3.8	3.2	3.3
J58-63 INFORMATION AND COMMUNICATIONS	2.2	1.7	2.1	1.6	2.9	2.8	2.3	2.3
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.4	1.7	1.2	2.4	2.7	2.1	1.1
J62-63 IT & Other Information Services	2.5	1.9	2.4	1.8	3.8	3.0	2.4	2.5
K64-66 FINANCIAL AND INSURANCE SERVICES	2.2	1.4	2.1	1.4	2.7	2.2	0.6	0.5
K64 & 66 (excl.662) Financial Services	2.1	1.4	2.1	1.3	2.6	2.1	0.5	0.5
K65 & 662 Insurance Services	2.6	1.8	2.6	1.7	2.9	2.4	0.6	0.9
L68 REAL ESTATE SERVICES	3.4	2.9	1.8	1.4	3.1	2.6	4.7	4.2
M69-75 PROFESSIONAL SERVICES	2.4	1.6	2.3	1.5	2.6	2.3	2.7	1.6
M69-70 Legal, Accounting & Management Services	2.8	1.7	2.7	1.6	3.0	2.4	2.7	1.6
M71 Architectural & Engineering Services	2.1	1.6	1.8	1.4	2.0	2.4	2.9	1.7
Other Professional Services	1.7	1.5	1.8	1.5	1.5	1.5	1.4	1.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	3.7	3.6	2.0	4.5	3.2	4.7	4.9
N80 Security & Investigation	3.5	3.0	4.9	2.4	3.5	3.2	0.9	0.5
N81 Cleaning & Landscaping	4.1	4.7	1.6	1.0	2.6	1.5	4.5	5.3
Other Administrative & Support Services	5.6	3.2	3.8	2.1	8.8	3.8	6.0	4.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.0	1.3	0.8	1.9	1.4	1.8	1.3
O84,P85 Public Administration & Education	1.2	0.7	1.1	0.7	1.5	1.0	1.3	0.7
Q86-88 Health & Social Services	1.6	1.1	1.5	1.0	1.8	1.4	2.2	1.3
R90-93 Arts, Entertainment & Recreation	2.0	1.5	1.8	1.3	2.1	1.6	1.8	1.6
S,T,U Other Community, Social & Personal Services	1.8	1.3	1.6	1.0	2.0	1.5	1.8	1.4
A,B,D,E,V OTHERS*	1.6	2.4	1.0	0.8	1.5	0.8	2.7	5.4

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours								
Industry (SSIC 2010)		2014	2015	2016	2016		2017			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		46.0	45.6	45.5	45.6	45.3	45.2	45.2	45.1	
C10-32	MANUFACTURING	49.7	49.3	48.9	48.9	48.5	48.5	48.7	48.3	
C10-12	Food, Beverages & Tobacco	47.0	46.6	46.6	46.7	47.0	46.4	46.9	46.3	
C17,18,22	Paper / Rubber / Plastic Products & Printing	49.3	48.5	48.5	48.7	49.1	48.6	48.7	49.0	
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.5	44.4	44.9	45.1	44.8	44.4	44.6	44.2	
C25,28	Fabricated Metal Products, Machinery & Equipment	52.1	51.0	50.3	50.0	49.9	50.2	49.9	49.6	
C26	Electronic, Computer & Optical Products	46.8	46.4	47.0	47.2	47.2	46.7	46.7	47.0	
C29-30	Transport Equipment	52.4	52.7	51.3	51.4	49.6	50.6	51.5	50.3	
	Other Manufacturing Industries	49.2	48.5	48.7	48.5	49.0	48.3	48.8	48.4	
F41-43	CONSTRUCTION	52.9	52.1	52.0	52.2	51.4	51.0	50.8	50.8	
G-U	SERVICES	43.2	43.1	43.2	43.2	43.2	43.2	43.1	43.1	
G46-47	WHOLESALE AND RETAIL TRADE	43.1	43.0	42.7	42.8	42.8	42.8	42.8	42.7	
G46	Wholesale Trade	43.6	43.4	43.0	43.1	43.1	43.0	43.0	43.0	
G47	Retail Trade	42.0	42.1	42.1	42.2	42.1	42.3	42.3	42.1	
H49-53	TRANSPORTATION AND STORAGE	45.8	45.7	45.9	46.0	45.7	45.4	45.5	45.8	
H49,5221	Land Transport & Supporting Services	46.9	46.0	45.9	45.5	45.5	45.6	45.3	45.5	
H50,5222,5225	Water Transport & Supporting Services	44.5	44.3	44.7	45.3	44.3	44.0	44.6	44.6	
H51,5223	Air Transport & Supporting Services	45.0	45.2	45.7	45.8	46.1	45.0	45.0	45.8	
	Other Transportation & Storage Services	46.7	47.1	46.9	47.0	46.7	46.5	46.8	46.9	
I55-56	ACCOMMODATION AND FOOD SERVICES	42.0	41.5	42.0	42.3	42.1	42.6	41.9	42.0	
I55	Accommodation	46.5	46.4	46.2	46.2	46.4	46.2	45.9	46.2	
I56	Food & Beverage Services	40.9	40.4	41.1	41.4	41.0	41.7	41.0	41.0	
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.5	41.4	41.3	41.4	41.5	41.4	41.4	
J58-61	Telecommunications, Broadcasting & Publishing	41.9	41.9	41.7	41.7	41.7	41.7	41.5	41.5	
J62-63	IT & Other Information Services	41.2	41.2	41.2	41.1	41.1	41.3	41.3	41.2	
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.1	41.1	41.2	41.1	41.1	41.3	
K64 & 66 (excl.662)	Financial Services	41.3	41.2	41.2	41.2	41.3	41.3	41.3	41.4	
K65 & 662	Insurance Services	40.2	40.1	40.1	40.0	40.2	40.1	40.1	40.1	
L68	REAL ESTATE SERVICES	44.5	44.8	45.0	45.0	44.5	44.7	45.0	45.1	
M69-75	PROFESSIONAL SERVICES	43.1	42.9	43.3	43.3	43.2	43.1	43.2	43.2	
M69-70	Legal, Accounting & Management Services	41.2	41.2	41.3	41.3	41.5	41.4	41.4	41.5	
M71	Architectural & Engineering Services	46.2	45.6	46.5	46.8	45.9	46.1	46.4	46.0	
	Other Professional Services	41.7	42.0	42.0	41.8	42.3	42.4	42.7	42.5	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	47.3	46.4	46.6	46.5	47.1	47.1	46.9	46.9	
N80	Security & Investigation	52.1	50.5	51.2	51.1	52.9	52.6	52.2	51.8	
N81	Cleaning & Landscaping	44.6	43.8	44.0	44.3	43.8	44.3	44.4	44.5	
	Other Administrative & Support Services	45.2	45.3	45.0	44.6	45.2	44.7	44.5	44.8	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.0	42.1	42.1	42.2	42.1	42.0	41.9	41.9	
O84,P85	Public Administration & Education	41.3	41.5	41.6	41.7	41.6	41.5	41.5	41.3	
Q86-88	Health & Social Services	41.9	41.9	42.0	42.4	41.9	41.9	41.8	41.8	
R90-93	Arts, Entertainment & Recreation	43.8	44.2	44.0	44.1	43.6	43.6	43.7	43.8	
S,T,U	Other Community, Social & Personal Services	43.5	42.9	42.9	42.6	43.4	43.0	43.0	43.0	
A,B,D,E,V	OTHERS*	45.6	45.6	45.7	45.7	45.7	45.4	45.4	45.7	

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours								
Industry (SSIC 2010)		2014	2015	2016	2016		2017			
					Sep	Dec	Mar	Jun	Sep	
TOTAL		3.7	3.4	3.3	3.3	3.1	3.0	3.0	3.0	
C10-32	MANUFACTURING	6.7	6.3	5.9	5.9	5.4	5.5	5.8	5.5	
C10-12	Food, Beverages & Tobacco	3.9	4.0	4.0	4.1	4.1	3.9	4.2	3.9	
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.8	5.4	5.2	5.4	5.8	5.2	5.4	5.7	
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.6	2.7	2.7	2.7	2.4	2.5	2.4	
C25,28	Fabricated Metal Products, Machinery & Equipment	8.6	7.6	6.8	6.6	6.4	6.9	6.6	6.3	
C26	Electronic, Computer & Optical Products	4.8	4.3	4.7	4.7	4.6	4.2	4.4	4.6	
C29-30	Transport Equipment	8.8	9.0	7.7	7.9	6.1	7.1	8.0	6.8	
	Other Manufacturing Industries	6.3	5.9	6.1	5.8	6.2	5.8	6.4	6.1	
F41-43	CONSTRUCTION	8.2	7.6	7.7	7.9	7.1	6.9	6.6	6.6	
G-U	SERVICES	1.7	1.6	1.6	1.6	1.6	1.5	1.6	1.6	
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	1.5	1.4	1.4	1.5	
G47	Retail Trade	2.0	1.8	1.7	1.8	1.6	1.6	1.7	1.7	
H49-53	TRANSPORTATION AND STORAGE	3.0	2.9	2.9	3.2	2.7	2.4	2.6	2.8	
H49,5221	Land Transport & Supporting Services	4.0	3.3	3.2	3.1	2.9	3.0	2.8	2.8	
H50,5222,5225	Water Transport & Supporting Services	1.9	1.7	2.0	2.8	1.5	1.4	1.8	1.7	
H51,5223	Air Transport & Supporting Services	1.8	2.1	2.6	2.7	2.9	1.7	1.8	2.7	
	Other Transportation & Storage Services	4.2	4.1	3.8	4.0	3.5	3.4	3.6	3.8	
I55-56	ACCOMMODATION AND FOOD SERVICES	1.9	1.8	1.8	1.9	1.9	2.0	1.9	2.1	
I55	Accommodation	2.7	2.6	2.4	2.4	2.6	2.4	2.3	2.5	
I56	Food & Beverage Services	1.7	1.6	1.7	1.8	1.8	1.9	1.8	2.0	
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.4	0.3	0.3	0.3	0.3	0.3	0.3	
J58-61	Telecommunications, Broadcasting & Publishing	0.6	0.7	0.5	0.5	0.4	0.4	0.4	0.4	
J62-63	IT & Other Information Services	0.2	0.2	0.2	0.1	0.2	0.2	0.2	0.2	
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2	
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.3	
K65 & 662	Insurance Services	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2	
L68	REAL ESTATE SERVICES	2.0	2.3	2.4	2.3	2.1	2.1	2.4	2.4	
M69-75	PROFESSIONAL SERVICES	1.8	1.4	1.6	1.7	1.5	1.5	1.6	1.5	
M69-70	Legal, Accounting & Management Services	0.8	0.5	0.5	0.6	0.5	0.5	0.4	0.5	
M71	Architectural & Engineering Services	3.7	2.9	3.6	3.8	3.2	3.4	3.6	3.2	
	Other Professional Services	0.6	0.7	0.6	0.6	0.6	0.7	0.9	1.0	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.3	4.4	4.6	4.6	4.7	4.9	4.8	4.7	
N80	Security & Investigation	10.3	9.1	9.3	9.1	9.9	9.9	9.7	9.2	
N81	Cleaning & Landscaping	2.6	1.8	2.0	2.3	1.9	2.3	2.4	2.4	
	Other Administrative & Support Services	2.9	2.8	3.0	2.9	2.8	2.8	2.6	2.8	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.5	0.5	0.4	0.4	0.4	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	0.4	0.4	0.4	0.4	0.3	
R90-93	Arts, Entertainment & Recreation	1.2	1.5	1.4	1.4	1.2	1.1	1.2	1.3	
S,T,U	Other Community, Social & Personal Services	1.7	1.5	1.0	0.9	1.2	1.1	1.2	1.1	
A,B,D,E,V	OTHERS*	2.9	3.0	3.1	3.2	3.1	2.9	2.9	3.2	

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

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

Notes :

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

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 each quarter will be finalised in the next quarter. 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 i.e. the increase in employment in expanding establishments only.

Retrenchment

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

Retrenchment refers to

- i) termination of permanent employees due to redundancy; and
- ii) early termination of term contract employees due to redundancy.

In the public sector, it includes those who left service under the Special Resignation Scheme².

Uses and Limitations

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

The number of retrenched persons (flow) should not be confused with persons unemployed (stock). Not all retrenched persons 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 retrenched resident workers 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 retrenched workers who went into self or informal employment or undergo training while looking for a job.

² The Special Resignation Scheme (introduced in April 1988) allows redundant non-deployable Civil Service or Statutory Board employees to leave their organisations with compensation.

Concepts and Definitions

Re-entry rate is defined as the proportion of retrenched residents who re-entered employment. The re-entry rate (6 months post-retrenchment) refers to the re-entry rate in a quarter for the residents retrenched six months ago. For example, the re-entry rate for the first quarter 2017 shows the proportion of residents retrenched in the third quarter of 2016 who had re-entered employment six months after they were retrenched. The annual average re-entry rate is the simple average of the quarterly figures.

Uses and Limitations

This indicator measures the prospects of re-entry into employment of retrenched workers. 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	Sep 17	61,500	3,100	5.1%	55,400	67,600
Resident Unemployment Rate	Sep 17	2.7	0.14%-pt	5.1%	2.4%	3.0%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	3Q 17	2.2	0.03%-pt	1.1%	2.2%	2.3%
Average Monthly Resignation Rate	3Q 17	1.8	0.02%-pt	0.9%	1.8%	1.9%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 17	3.0	0.03	1.0%	2.9	3.0

Note: Data are non-seasonally adjusted.

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TITLE OF REPORT: LABOUR MARKET REPORT THIRD QUARTER 2017

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

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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5. What additional information (if any) would you like us to include in our future issues?

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