

Labour Market Report 2017



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT 2017

ISSN 0219-2527

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Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
Singapore 059764
Republic of Singapore

Email: mom_rsd@mom.gov.sg

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MISSION

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

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Explanatory Notes

Notations

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

Abbreviations

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

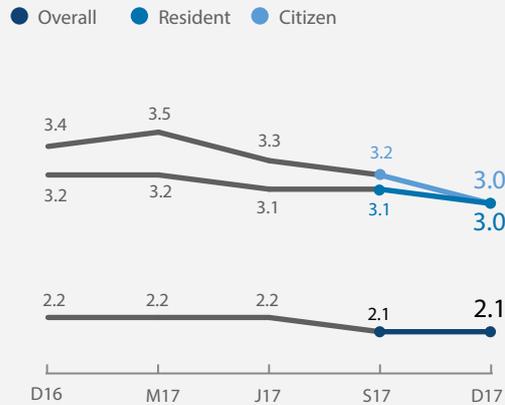
Labour Market Report

2017

Unemployment

Unemployment rate declined over the quarter for residents and citizens

Unemployment rate (%), seasonally adjusted



Unemployed persons



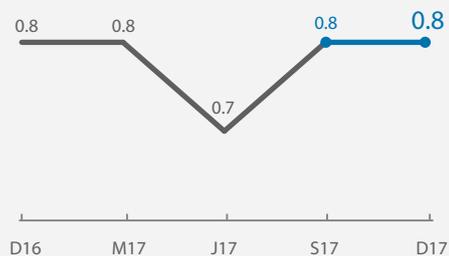
68,500 Residents
Dec 2017



58,600 Citizens
Dec 2017

Resident long-term unemployment rate held steady

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



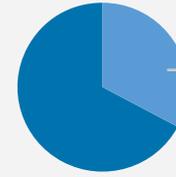
Employment

Employment level (excl. FDW)



3,422,700
Dec 2017

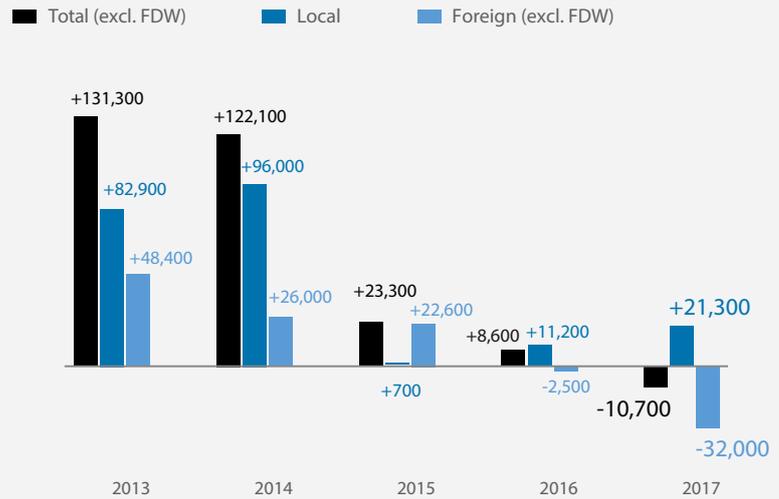
Foreigners' share of employment (excl. FDW)



32.8%
Dec 2017

Total employment declined in 2017 due to foreigners

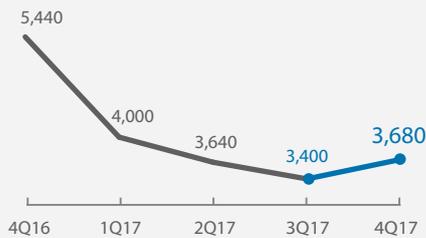
Employment change (Annual)



Retrenchment

Retrenchments edged up, but lower than a year ago

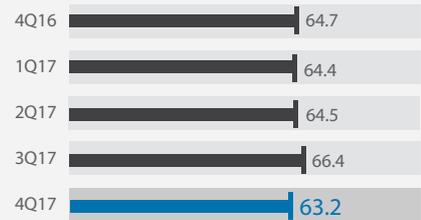
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment declined

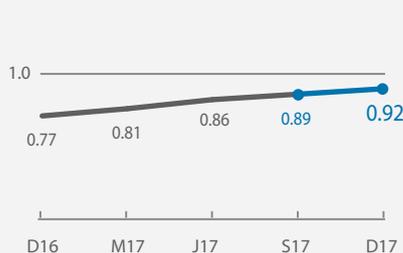
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Job vacancies to unemployed ratio rose

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Recruitment and resignation rates rose over the quarter

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



HIGHLIGHTS

- The labour market improved in the fourth quarter of 2017. Quarter-on-quarter, the unemployment rate for residents and citizens continued to fall, and the ratio of job vacancies to unemployed persons rose. Employment increased in the fourth quarter of 2017, higher than the same period a year ago. For the year of 2017 as a whole, total employment declined as foreign employment continued to contract, mainly due to a decrease in work permit holders in construction and marine shipyard. Local employment rose, with growth nearly doubled that in 2016. Retrenchments declined for both locals and foreigners. Among residents, the annual average long-term unemployment rate and re-entry rate held steady between 2016 and 2017.
- Resident and citizen unemployment rates were lower in December 2017 than September 2017. As the improvement came in the second half of the year, unemployment rate for the year of 2017 as a whole was higher than the preceding year. The annual average resident long-term unemployment rate was unchanged between 2016 and 2017, but was higher than the preceding five years.
- Although total employment excluding foreign domestic workers (FDW) increased in the fourth quarter of 2017, it declined by 10,700 for the whole of 2017, the first decline since 2003. This was due to a larger contraction in foreign employment (mainly Work Permit Holders in the construction and marine shipyard sectors) while local employment growth nearly doubled that in 2016. Excluding construction and marine shipyard, total employment (excluding FDW) growth in 2017 exceeded that in 2016.
- Retrenchments edged up in the fourth quarter of 2017, but was lower than a year ago. For the full year, total retrenchments in 2017 were lower than the past two years, though it remained higher than the levels seen in 2010 to 2014. On-going business re-organisation and restructuring remained the top reason for retrenchments in 2017.
- The six-month re-entry rate among retrenched residents dipped between the third and fourth quarter of 2017, but remained broadly within the range of rates observed in 2016 and 2017. Consequently, the annual average re-entry rate held steady in 2017.
- The seasonally adjusted ratio of job vacancies to unemployed persons increased from 89 job vacancies per 100 unemployed persons in September 2017, to 92 in December 2017, continuing the uptrend since the beginning of 2017.

Overview

The labour market improved in the fourth quarter of 2017. Quarter-on-quarter, the unemployment rate for residents and citizens continued to fall, and the ratio of job vacancies to unemployed persons rose. Employment increased in the fourth quarter of 2017, higher than the same period a year ago.

For the year of 2017 as a whole, total employment declined as foreign employment continued to contract, mainly due to a decrease in work permit holders in construction and marine shipyard. Local employment increased, with growth nearly doubled that in 2016. Retrenchments declined for both locals and foreigners. Among residents, the annual average long-term unemployment rate and re-entry rate held steady between 2016 and 2017.

Unemployment

Unemployment rate declined over the quarter for residents and citizens

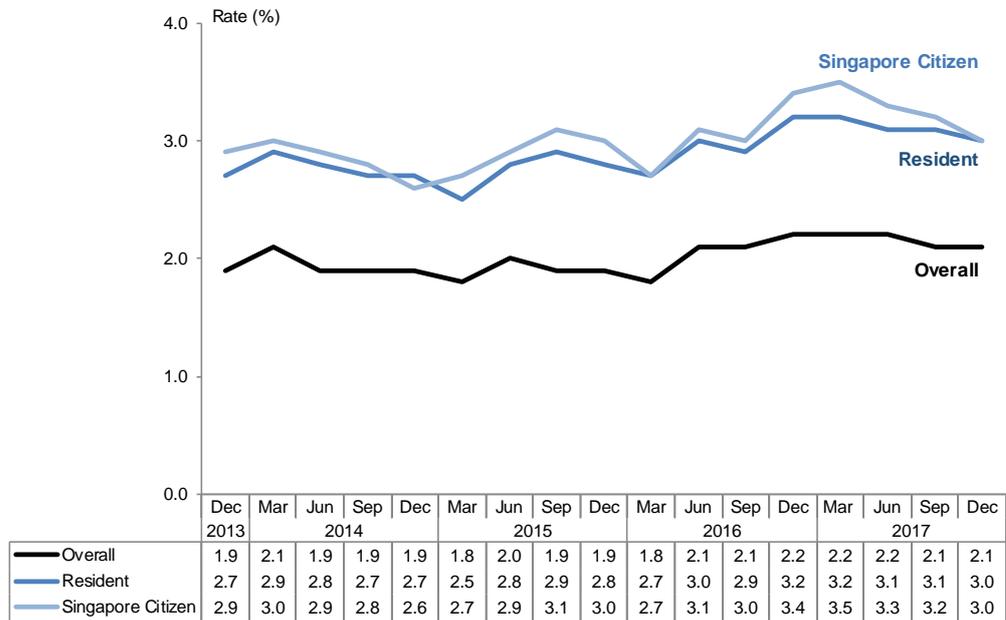
Quarter-on-quarter the seasonally adjusted* unemployment rate declined from September 2017 to December 2017 for residents (3.1% to 3.0%) and citizens (3.2% to 3.0%), and remained unchanged at the overall (2.1%).

68,500 residents, including 58,600 citizens, were unemployed in December 2017. This was lower than the levels in September 2017 (70,800 and 61,300 respectively).¹

* Seasonal patterns make it difficult to tell if a quarter-to-quarter change is a true reflection of the underlying trend or merely due to seasonal influences. To remove the seasonal influences, a statistical technique called seasonal adjustment is used to produce seasonally adjusted data. These seasonally adjusted data can then be compared between different periods of the year. Revision on seasonally adjusted data is done once a year, taking into account data for the latest year.

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

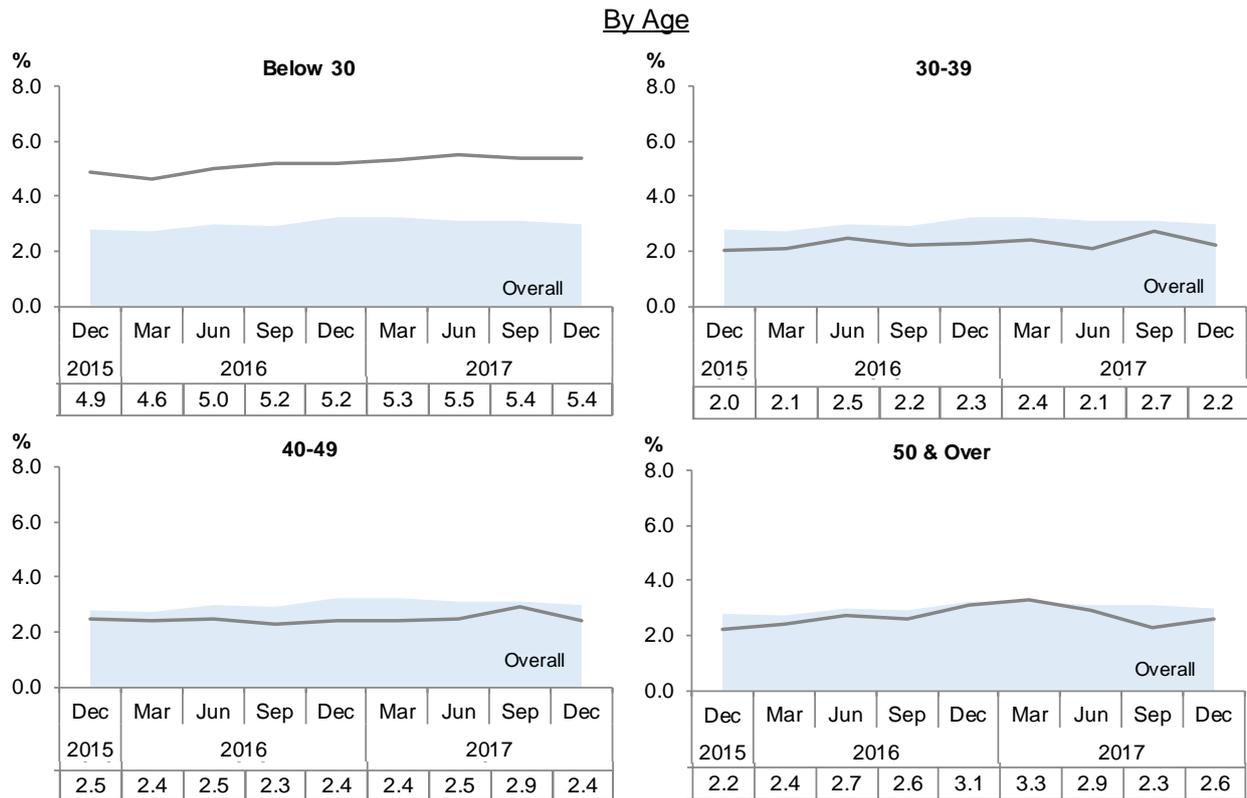
Chart 1 Unemployment Rate (Seasonally Adjusted)



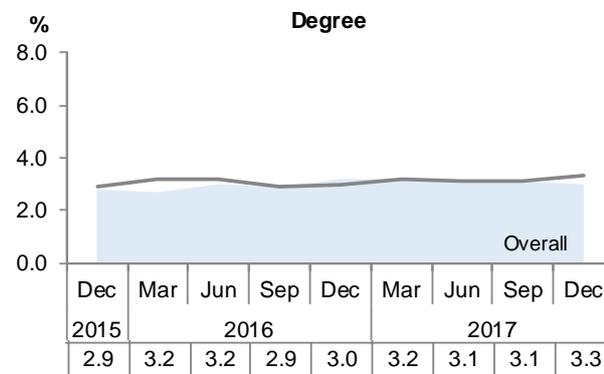
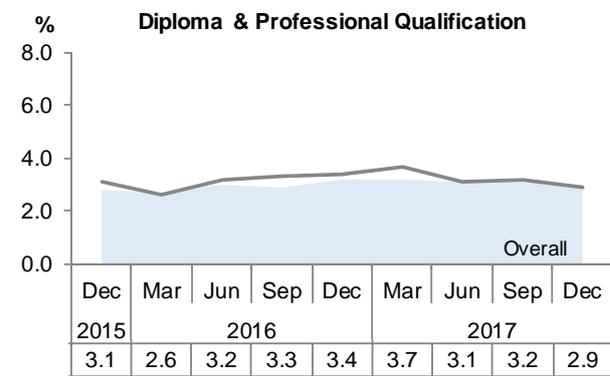
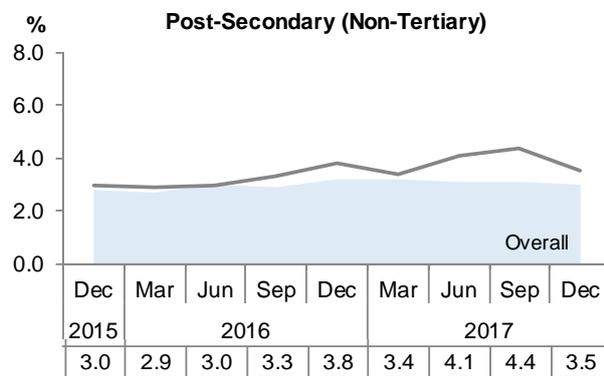
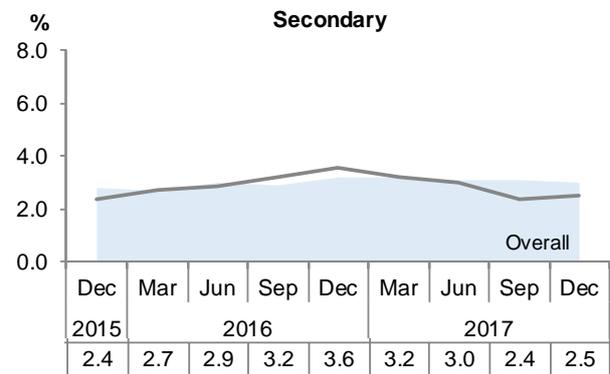
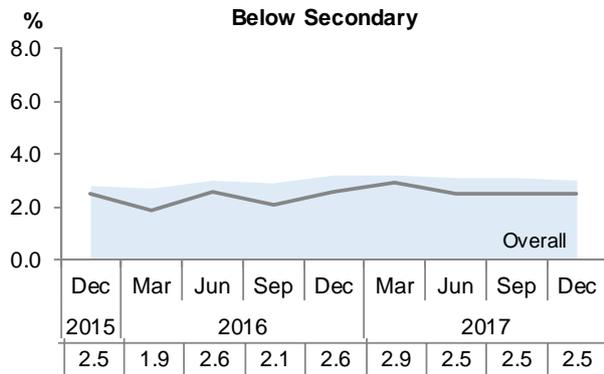
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Among residents, the decline over the quarter was due to those in their 30s and 40s, as well as those with post-secondary (non-tertiary) and diploma & professional qualifications. The resident unemployment rate rose or was unchanged for the other age and education groups.

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



By Education

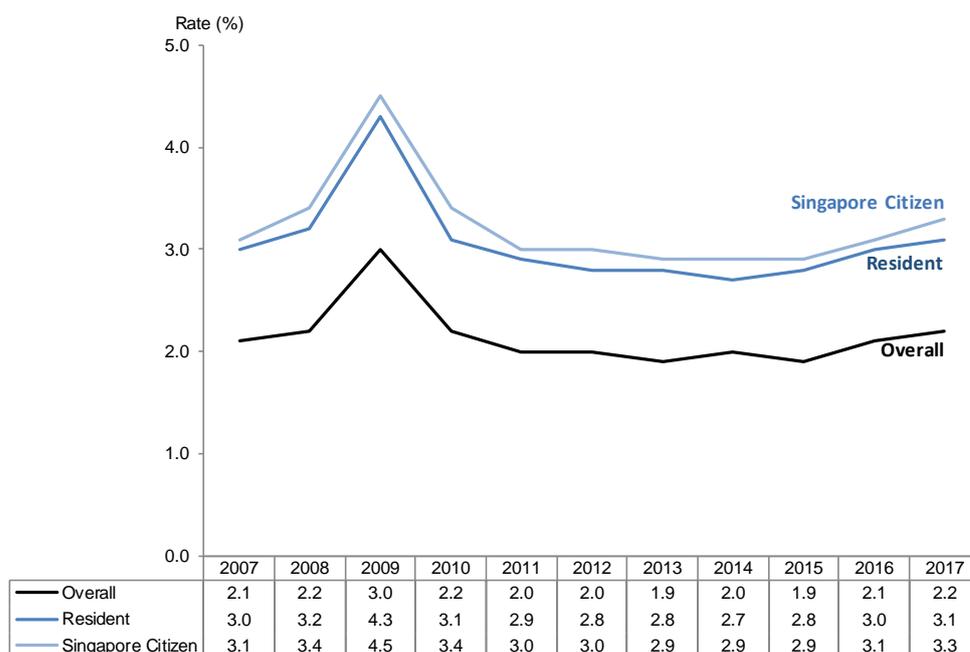


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Annual average unemployment rate was higher in 2017

Year-on-year, the annual average unemployment rate for 2017 was higher than that in 2016 for overall (from 2.1% to 2.2%), residents (3.0% to 3.1%), and citizens (3.1% to 3.3%). However, as at the end of 2017, the overall, resident and citizen unemployment rates in December were lower than a year ago, as the overall unemployment situation has shown improvement since June 2017.

Chart 3 Annual Average Unemployment Rate



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

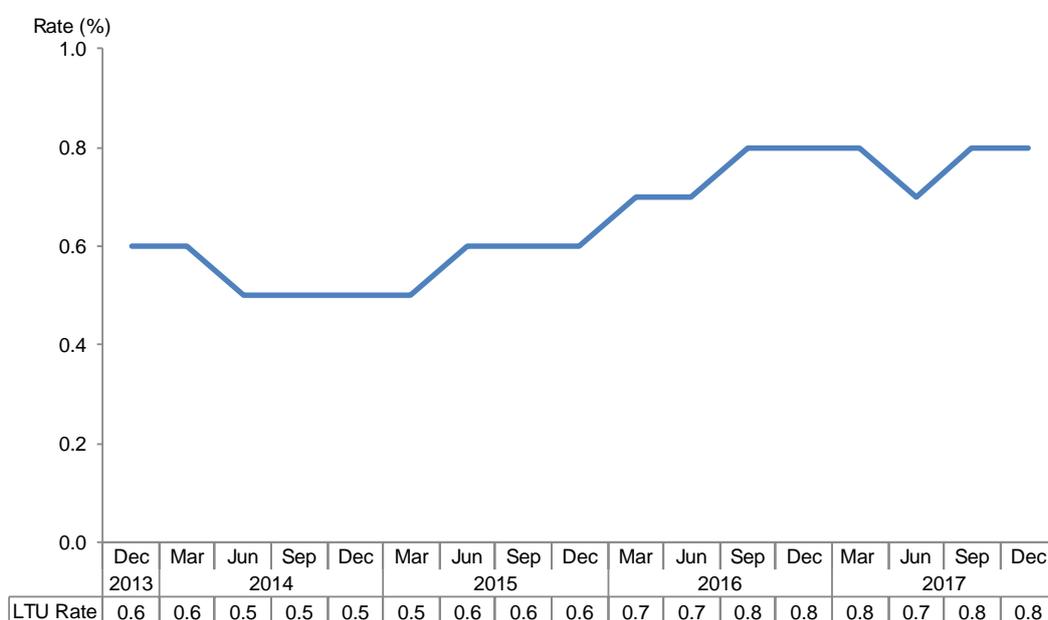
Note: Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.

**Resident
long-term
unemployment
rate held steady
in December
2017**

Quarter-on-quarter, the seasonally adjusted resident long-term unemployment rate held steady at 0.8% in December 2017, largely unchanged since September 2016.

The long-term unemployment rate rose among residents aged below 30 and those with post-secondary (non-tertiary) qualifications, continuing the general uptrend since the first half of 2016. Long-term unemployment 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.

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

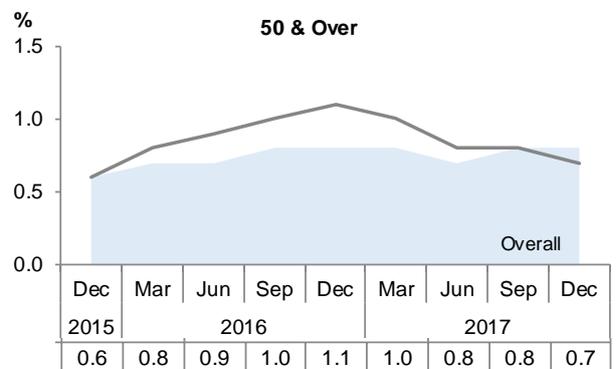
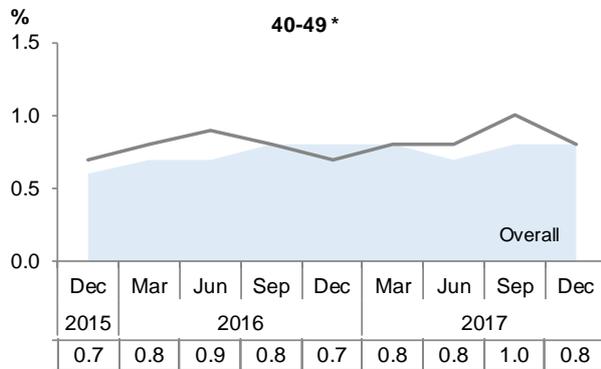
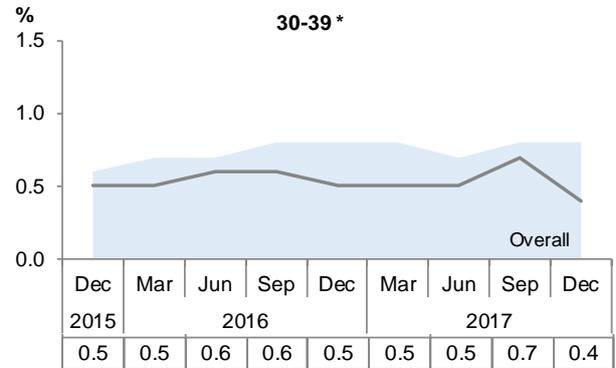
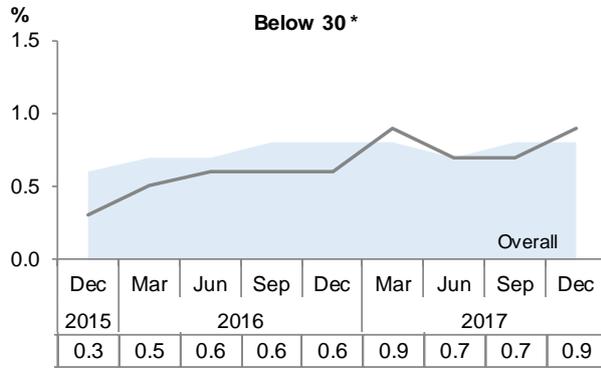


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

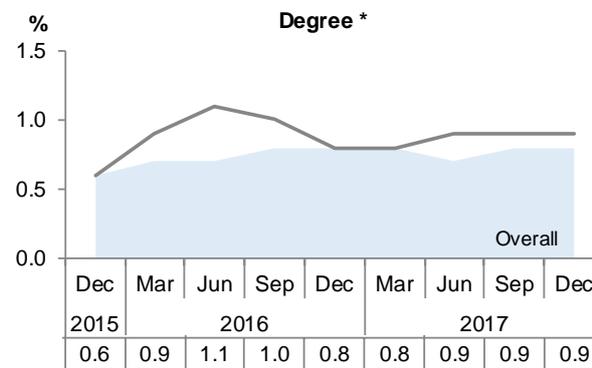
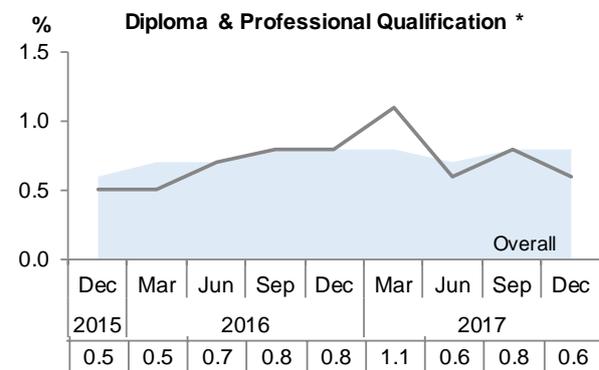
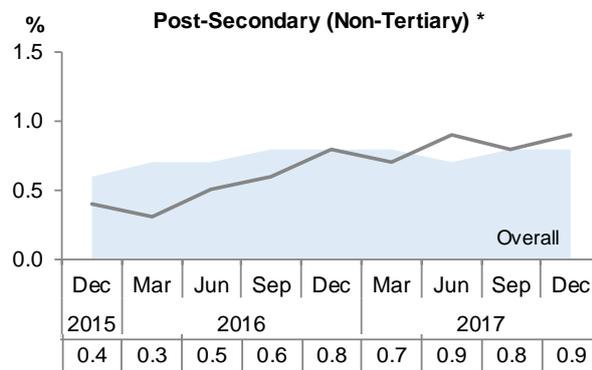
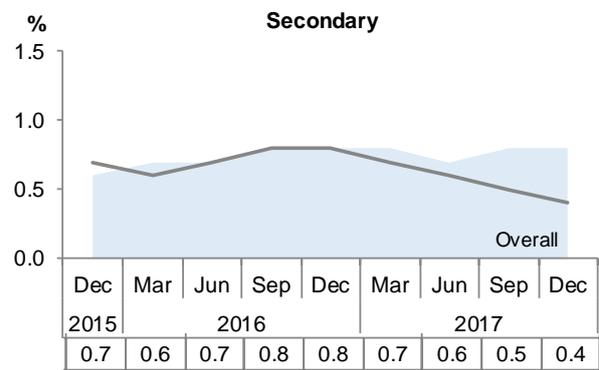
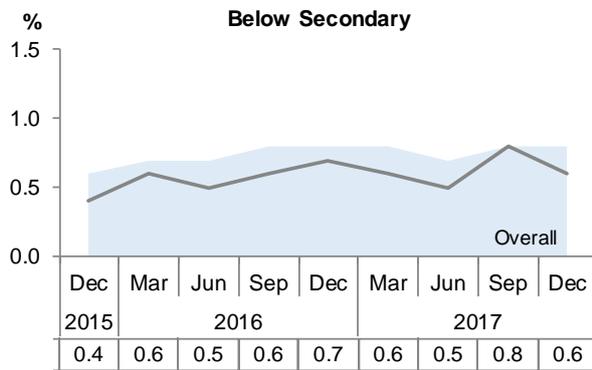
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

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

By Age



By Education



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

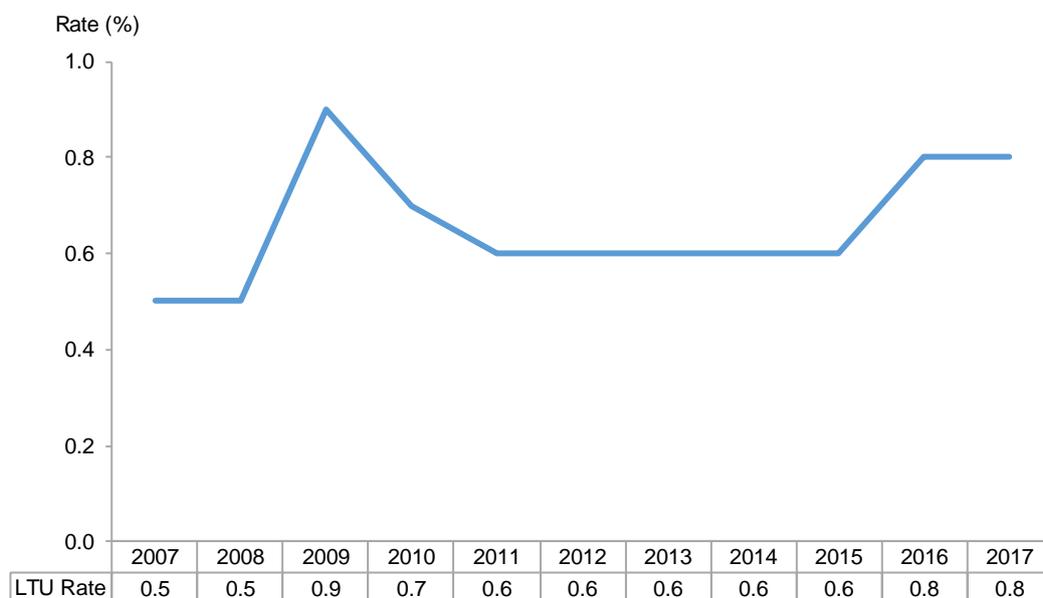
Notes:

- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally adjusted because they have weak or no seasonality.

Annual average long-term unemployment rate unchanged from 2016

Year-on-year, the annual average resident long-term unemployment rate for 2017 was unchanged from 2016 at 0.8%, but higher than the 0.6% in the preceding five years of 2011 to 2015.

Chart 6 Annual Average Resident Long-Term Unemployment Rate



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

Notes:

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

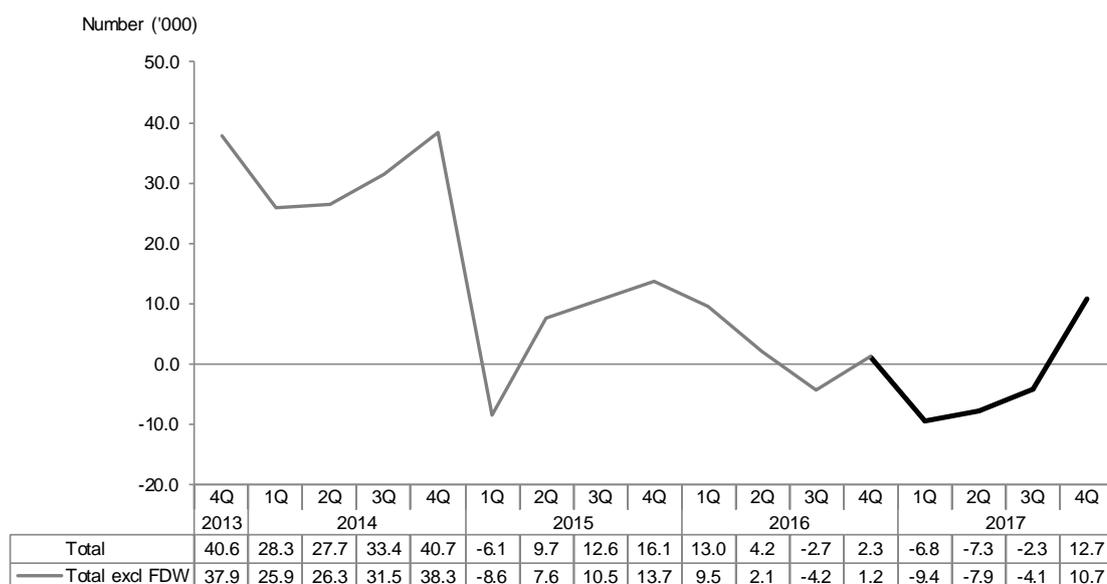
Employment

Total employment increased after three quarters of contraction

In the fourth quarter of 2017, total employment increased by 12,700. Excluding foreign domestic workers (FDW), total employment increased by 10,700, after contracting in the first three quarters of the year. The employment increase was also higher than the same period a year ago (1,200).

The increase was due to larger employment growth in services over the quarter (from 7,400 to 18,200), supported by hiring for the year-end festive season. Employment in manufacturing (-1,300) and construction (-5,700) continued to contract, though at a slower pace.

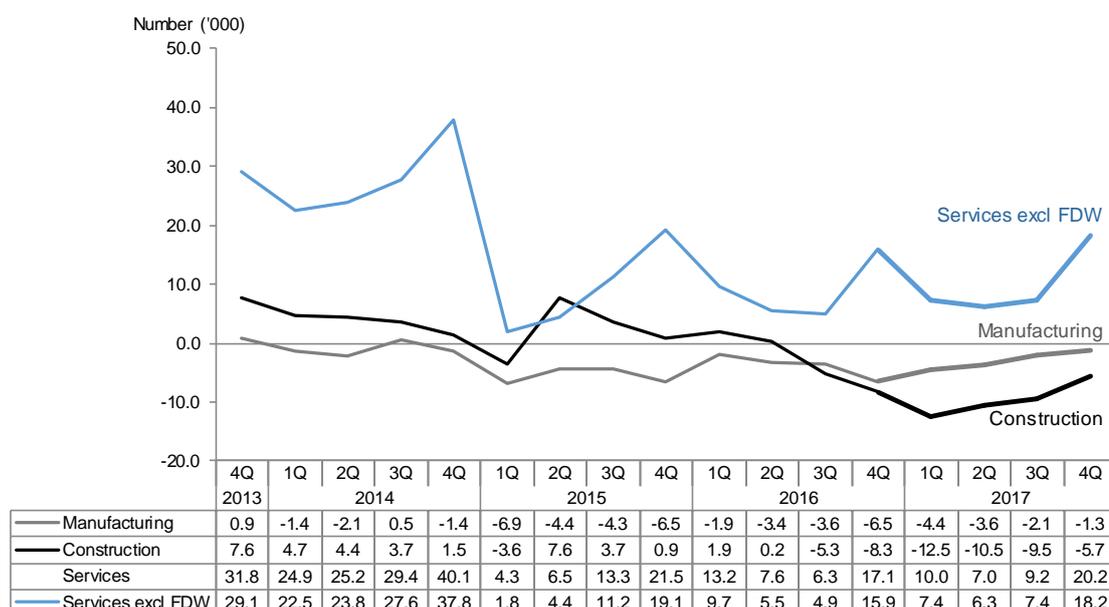
Chart 7 Employment Change



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) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.

Chart 8 Employment Change By Sector

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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes agriculture, fishing, quarrying, utilities and sewerage & waste management.
- (3) The industries are classified based on SSIC 2010.

Total employment declined in 2017 due to foreigners; local increase doubled

For the whole of 2017, total employment (excluding FDW) declined by 10,700, the first decline since 2003 (-11,700). This was due to a larger contraction in foreign employment (-32,000 compared to -2,500 in 2016), mainly from a decrease in Work Permit Holders in the construction and marine shipyard² sectors. On the other hand, local employment growth in 2017 (21,300³) was nearly double that in 2016 (11,200).

² This refers to shipbuilding and ship repairing, within the transport equipment industry.

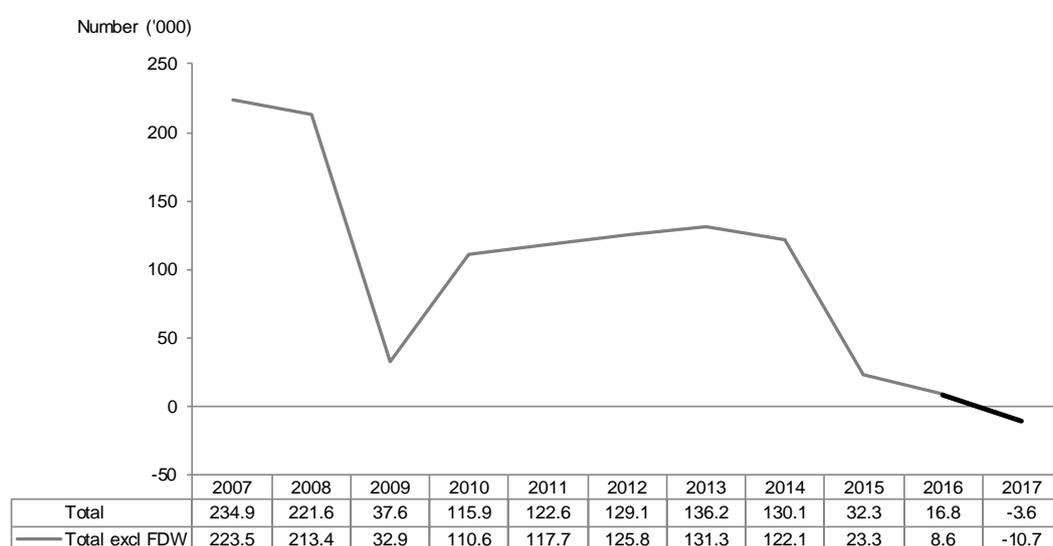
³ Local employment growth comprises changes in the number of employees and self-employed persons. The number of employees increased by 17,100. The rest of the increase was due to the increase in self-employed persons which comprises own account workers (OAWs), employers and contributing family members. Among the self-employed group, while the number of OAWs has risen, the other self-employed groups, in particular employers, have declined in number.

The local employment increase of 21,300 is not comparable with the 23,400 increase in OAWs reported in the report on *Own Account Workers 2017*, as they refer to different groups of employed persons and different time periods. The local employment change figure compares the local employment level in the month of December 2017 with December 2016. On the other hand, the growth in OAWs captures all self-employed persons who have done own account work regularly over twelve months, from June 2016 to June 2017, and compares this to the previous one-year period.

Excluding construction and marine shipyard, total employment (excluding FDW) grew by 41,300 in 2017, higher than the growth in 2016 (30,100). The growth was mainly in the services sectors of community, social & personal services (8,900), administrative & support services (8,600), finance & insurance services (6,200) and transportation & storage (5,900).

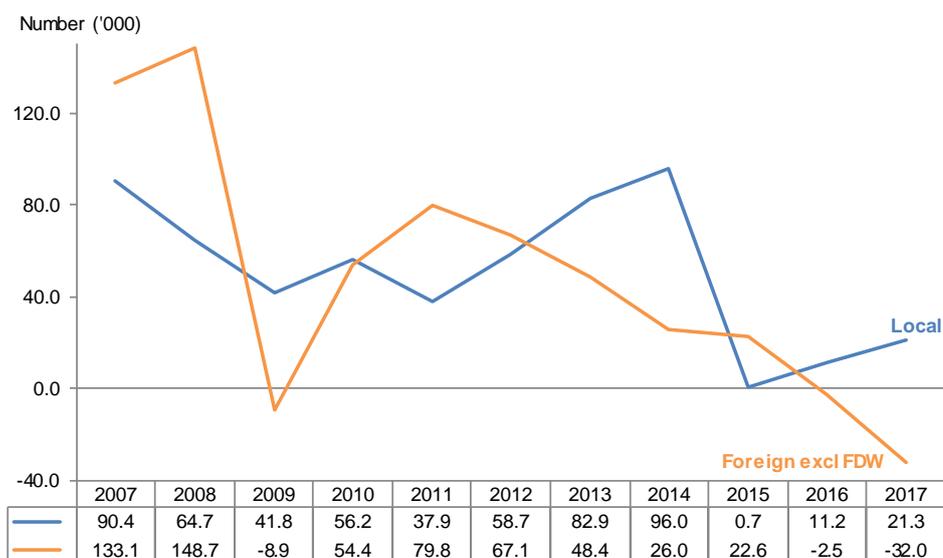
In all, there were 3,422,700 employed persons (excluding FDW) in December 2017, with 2,301,400 locals and 1,121,300 foreigners. Of every three persons in employment (excluding FDW), two were locals (67.2%) and one was a foreigner (32.8%).

Chart 9 Annual Employment Change



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

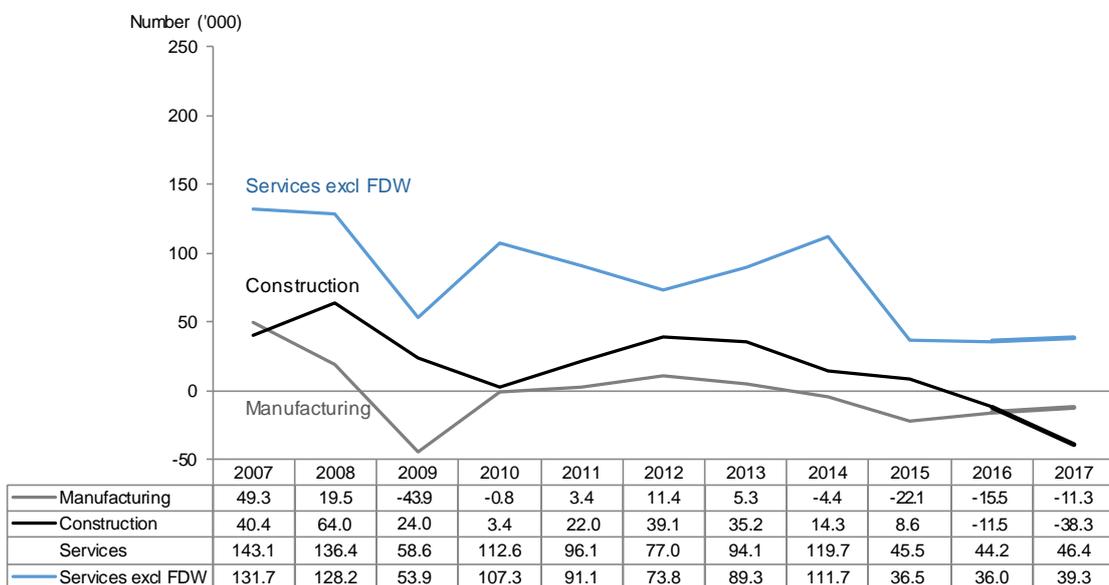
Note: Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.

Chart 10 Annual Employment Change By Residential Status

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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) 'Excl FDW' refers to excluding foreign domestic workers.
- (3) Data may not add up to the total due to rounding.

Chart 11 Annual Employment Change By Sector

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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes agriculture, fishing, quarrying, utilities and sewerage & waste management.
- (3) The industries are classified based on SSIC 2010.

Table 1 Total Employment Change By Industry

In Thousands

	Quarterly Change								Annual Change		Employment Level
	2016				2017				2016	2017	Dec 17
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q			
Total	13.0	4.2	-2.7	2.3	-6.8	-7.3	-2.3	12.7	16.8	-3.6	3,669.4
Total (excl FDW)	9.5	2.1	-4.2	1.2	-9.4	-7.9	-4.1	10.7	8.6	-10.7	3,422.7
Manufacturing	-1.9	-3.4	-3.6	-6.5	-4.4	-3.6	-2.1	-1.3	-15.5	-11.3	488.2
Construction	1.9	0.2	-5.3	-8.3	-12.5	-10.5	-9.5	-5.7	-11.5	-38.3	450.9
Services	13.2	7.6	6.3	17.1	10.0	7.0	9.2	20.2	44.2	46.4	2,703.5
Services (excl FDW)	9.7	5.5	4.9	15.9	7.4	6.3	7.4	18.2	36.0	39.3	2,456.7
Wholesale & Retail Trade	-0.7	-1.1	-0.9	3.6	-3.4	-1.5	-0.5	4.7	0.8	-0.7	487.7
Transportation & Storage	1.8	1.7	0.7	-0.1	0.5	1.7	0.3	3.4	4.1	5.9	248.2
Accommodation & Food Services	-	0.6	0.7	4.7	0.1	-0.5	1.2	2.7	6.0	3.6	251.3
Information & Communications	0.9	0.2	1.0	-	1.2	1.0	0.9	0.8	2.2	4.0	132.1
Financial & Insurance Services	1.9	-2.6	0.4	3.1	3.2	1.6	1.8	-0.4	2.8	6.2	209.5
Real Estate Services	1.0	-0.9	-0.1	0.2	0.7	-0.1	0.4	0.4	0.2	1.4	92.2
Professional Services	0.2	3.2	1.2	-0.8	-0.7	0.2	1.1	0.8	3.8	1.4	238.5
Administrative & Support Services	-0.4	1.4	0.6	2.6	1.7	2.7	0.4	3.7	4.2	8.6	231.6
Community, Social & Personal Services	8.6	5.1	2.8	3.7	6.7	1.8	3.5	4.0	20.2	16.0	812.4
Community, Social & Personal Services (excl FDW)	5.1	3.0	1.3	2.6	4.0	1.2	1.8	2.0	12.0	8.9	565.6
Others	-0.2	-0.2	-0.1	0.1	0.2	-0.2	0.2	-0.5	-0.4	-0.4	26.8

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) 'excl FDW' refers to excluding foreign domestic workers.
- (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.

Local And Foreign Employment By Sector

Both local and foreign employment increased in Services

The local employment growth came from services (29,300), in industries such as community, social & personal services, financial & insurance services, administrative & support services, transportation & storage and information & communications. Conversely, manufacturing and construction posted sustained local employment declines of 1,700 and 5,700 respectively.

Similarly, foreign employment in services continued to increase (10,100 excluding FDW), though the pace of growth has moderated for the second consecutive year. Foreign declines, which were the largest since 2002 (-43,000), came from manufacturing (-9,600, due to marine shipyard) and construction (-32,600).

Table 2 Annual Employment Change By Residential Status And Industry

In Thousands

	Employment Change											Employment Level
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Dec 2017
Overall												
Total	234.9	221.6	37.6	115.9	122.6	129.1	136.2	130.1	32.3	16.8	-3.6	3,669.4
Total (excl FDW)	223.5	213.4	32.9	110.6	117.7	125.8	131.3	122.1	23.3	8.6	-10.7	3,422.7
Local	90.4	64.7	41.8	56.2	37.9	58.7	82.9	96.0	0.7	11.2	21.3	2,301.4
Foreign	144.5	156.9	-4.2	59.7	84.8	70.4	53.3	34.0	31.6	5.7	-24.9	1,368.0
Foreign (excl FDW)	133.1	148.7	-8.9	54.4	79.8	67.1	48.4	26.0	22.6	-2.5	-32.0	1,121.3
Manufacturing												
Total	49.3	19.5	-43.9	-0.8	3.4	11.4	5.3	-4.4	-22.1	-15.5	-11.3	488.2
Local	7.3	-4.6	-9.5	-0.1	-2.8	2.1	0.9	1.1	-7.3	-6.8	-1.7	245.0
Foreign	42.0	24.1	-34.3	-0.7	6.1	9.4	4.4	-5.4	-14.8	-8.7	-9.6	243.3
Construction												
Total	40.4	64.0	24.0	3.4	22.0	39.1	35.2	14.3	8.6	-11.5	-38.3	450.9
Local	4.4	5.2	4.3	-0.4	2.4	4.2	3.7	4.6	1.8	-1.4	-5.7	118.1
Foreign	36.0	58.9	19.7	3.8	19.6	34.9	31.6	9.7	6.8	-10.1	-32.6	332.8
Services												
Total	143.1	136.4	58.6	112.6	96.1	77.0	94.1	119.7	45.5	44.2	46.4	2,703.5
Total (excl FDW)	131.7	128.2	53.9	107.3	91.1	73.8	89.3	111.7	36.5	36.0	39.3	2,456.7
Local	77.2	63.1	48.2	56.3	37.5	51.0	77.1	90.1	6.0	19.8	29.3	1,916.5
Foreign	65.9	73.4	10.4	56.2	58.6	26.1	17.0	29.5	39.6	24.4	17.1	787.0
Foreign (excl FDW)	54.5	65.2	5.7	50.9	53.7	22.8	12.1	21.5	30.5	16.2	10.1	540.2

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

Notes:

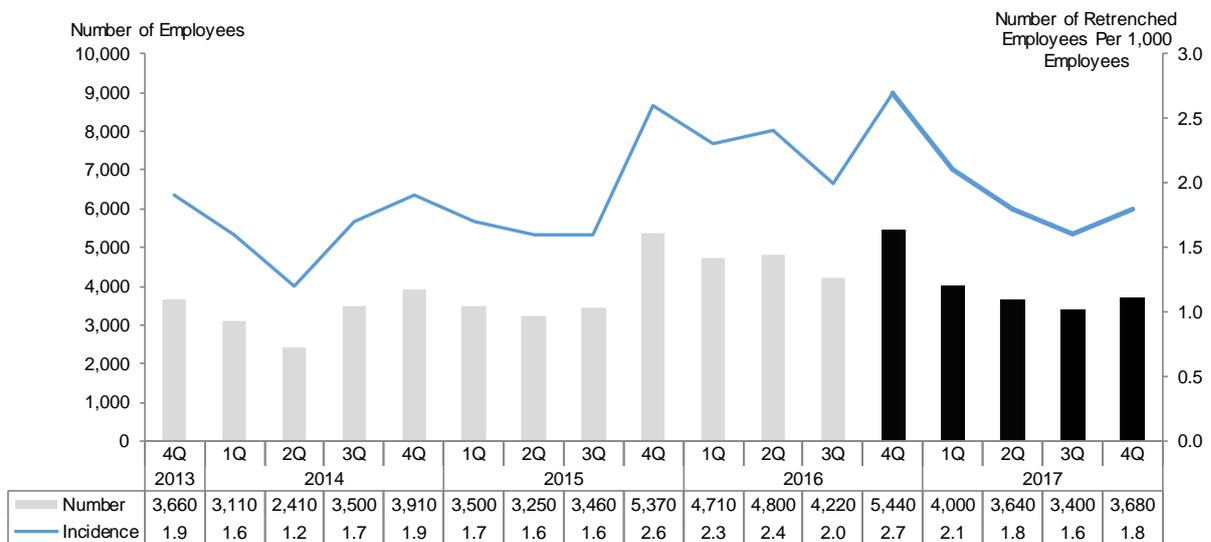
- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (3) Data may not add up to the total due to rounding.
- (4) 'excl FDW' refers to excluding foreign domestic workers.
- (5) The industries are classified based on SSIC 2010 from 2009 onwards and based on SSIC 2005 before 2009

Retrenchment

Retrenchments edged up in the fourth quarter of 2017, but lower than a year ago

In the fourth quarter of 2017, there were 3,680 retrenchments, up from 3,400 in the previous quarter, but still lower than the same period a year ago (5,440). The year-end uptick in layoffs was smaller than in 2016, as services and construction reported fewer layoffs, and manufacturing posted a smaller increase.

Chart 12 Retrenchments

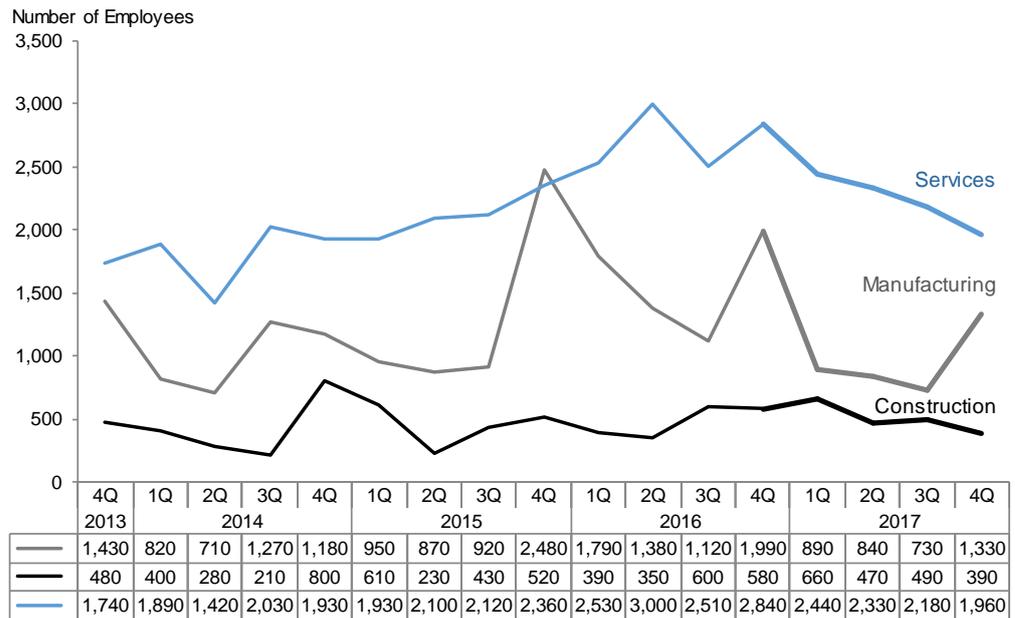


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 13 Retrenchments By Sector



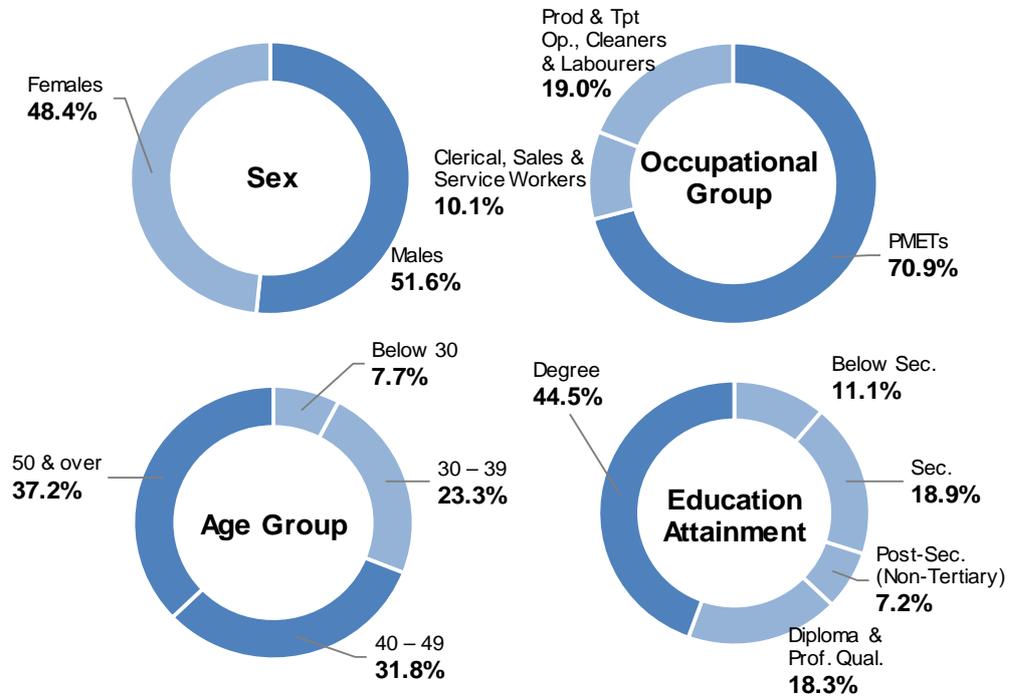
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 (71%) of retrenched residents were professionals, managers, executives & technicians (PMETs), and were aged 40 & over (69%). This was higher than their overall workforce representation.

Chart 14 Profile Of Retrenched Residents, Fourth Quarter 2017



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

Notes:

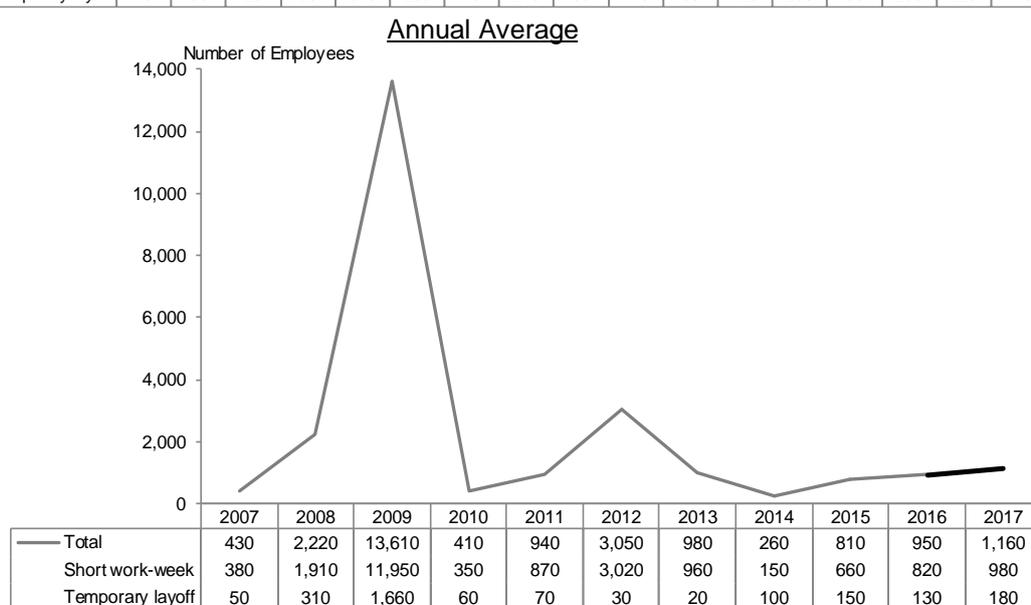
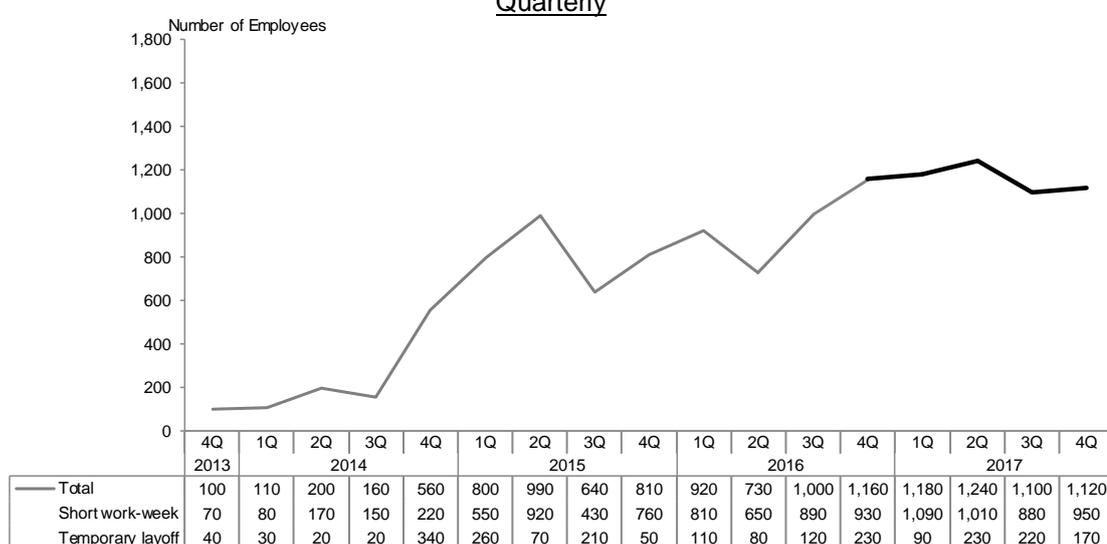
- (1) Data on retrenched residents pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to the total due to rounding.

Number of workers on short work-week/ temporary layoff stayed similar

1,120 workers were placed on short work-week or temporary laid off in the fourth quarter of 2017, similar to the past quarter (1,100) and a year ago (1,160). Manufacturing (52%) and construction (27%) accounted for a disproportionately higher share of the workers affected. By occupation, about two-thirds were production & related workers (62%), while the remaining were PMETs (27%) and clerical, sales & service workers (11%).

For the whole of 2017, the number of workers placed on short work-week or temporary layoff averaged 1,160, broadly similar to the average of the preceding five years (2012 to 2016: 1,210).

Chart 15 Number Of Employees On Short Work-week Or Temporary Layoff
Quarterly



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

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.
- (3) Annual figures are computed based on the simple averages of the four quarterly figures in the year.

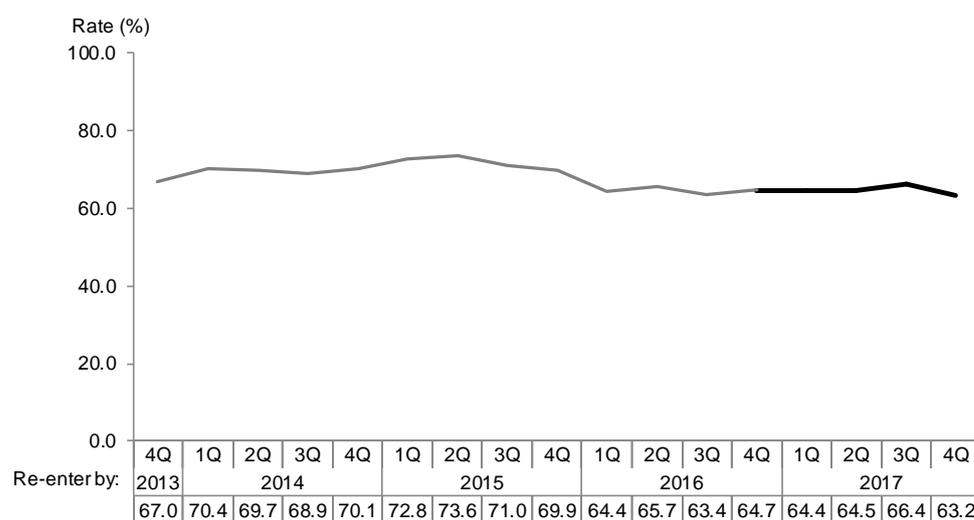
Re-entry Into Employment

Rate of re-entry into employment declined

The six-month re-entry rate among retrenched residents was 63% in the fourth quarter of 2017, lower than the past quarter (66%), but remained broadly within the range of rates observed in 2016 and 2017.

The decline over the quarter was observed across occupational groups, with clerical, sales & service workers and production & related workers seeing larger declines than PMETs, though the latter still had a below average re-entry rate. The decrease was also observed among those with secondary and below qualifications, as well as workers aged 30 & over.

Chart 16 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)

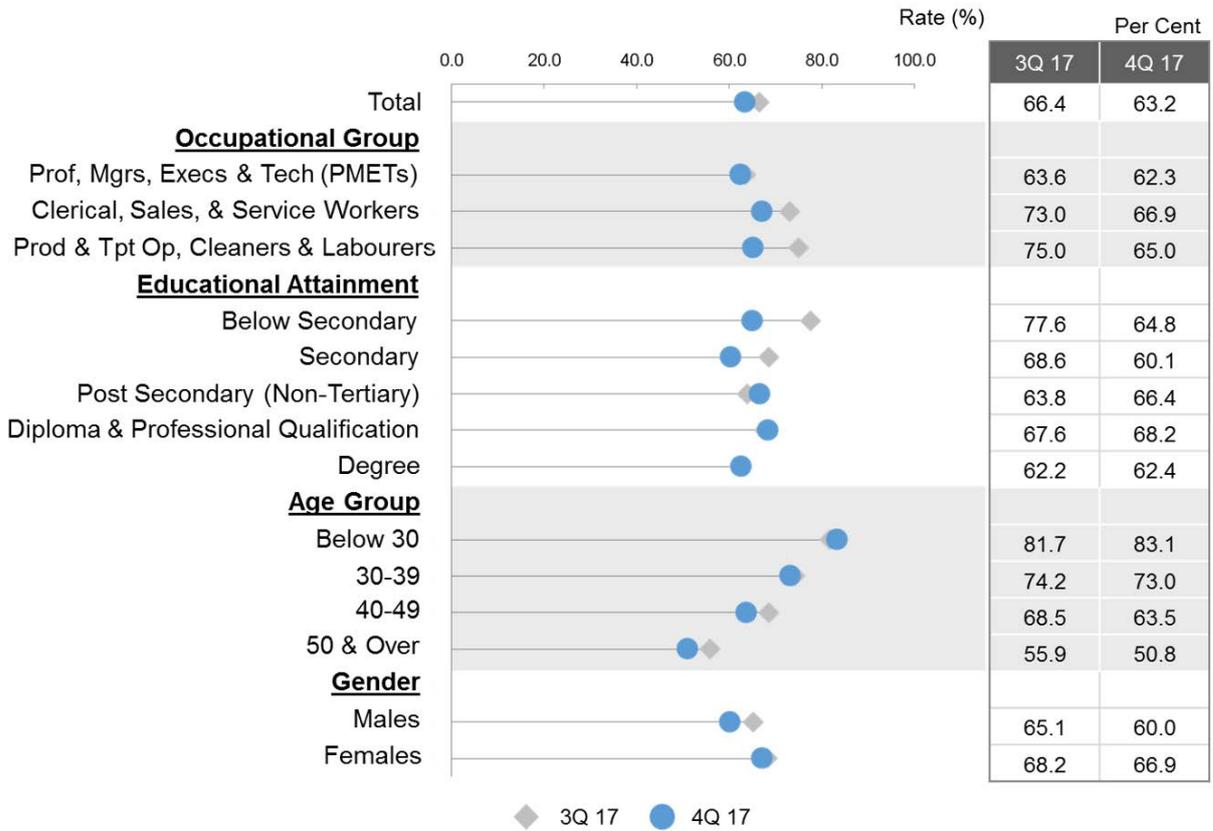


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

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 fourth quarter of 2017 refers to residents retrenched in second 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 17 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

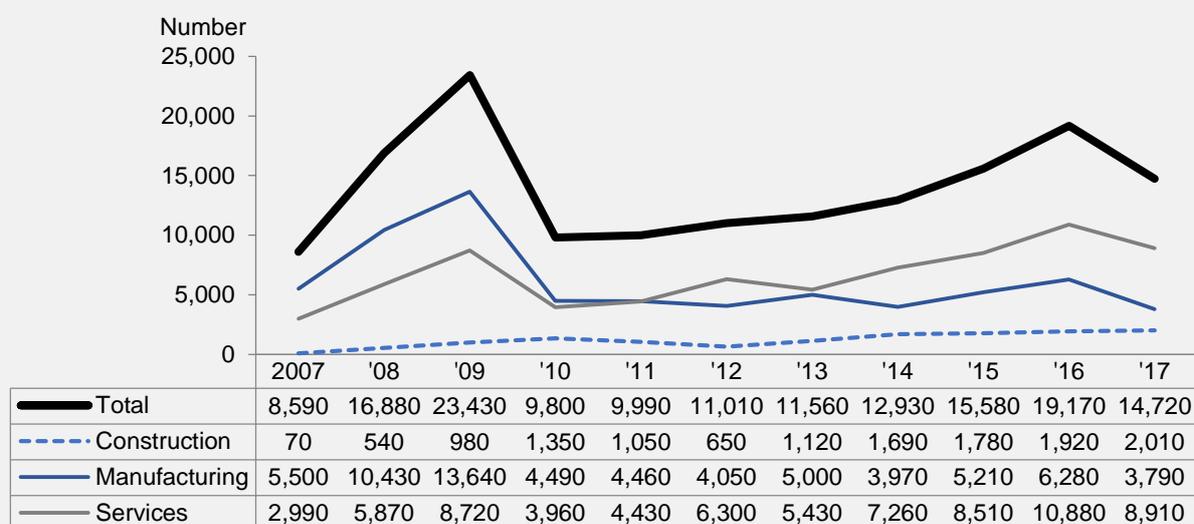
Note: Data refer to re-entry rates in the third/fourth quarter of 2017 for residents retrenched in the first/second quarter of 2017 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

RETRENCHMENT & RE-ENTRY INTO EMPLOYMENT (ANNUAL)

Retrenchment

For the whole of 2017, 14,720 workers were retrenched, lower than the past two years (2015: 15,580; 2016: 19,170) but still higher than the preceding years. The retrenchments came mainly from services industries such as wholesale trade (1,880), professional services (1,740) and financial services (1,730).

Chart 1: Retrenchments



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

Note:

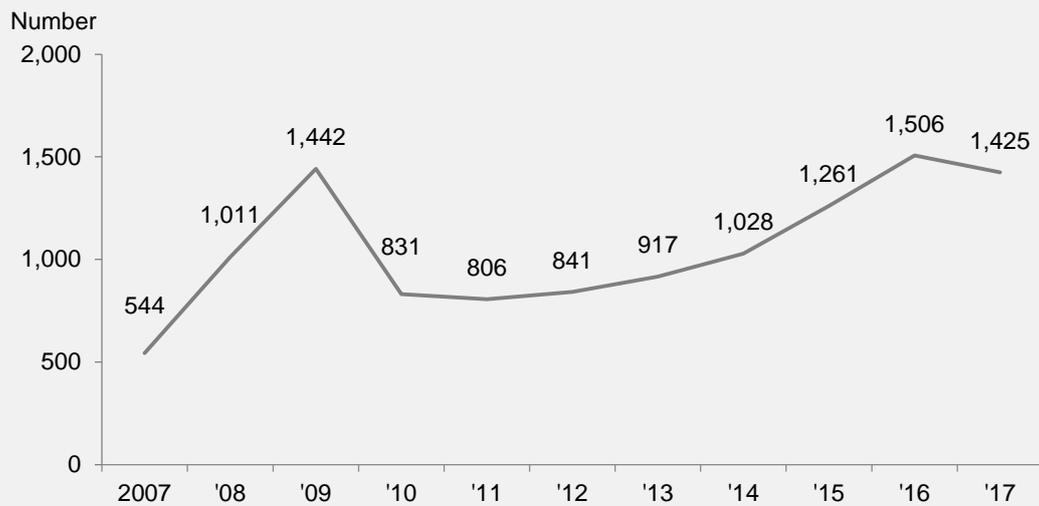
Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Along with the decline in retrenchments, the number of private establishments^{1,2} which retrenched workers declined in 2017 (1,425) compared to 2016 (1,506). However, retrenchments were spread across more establishments. Share of establishments which retrenched five or less employees saw an increase while establishments which retrenched more than five employees saw a corresponding decrease.

¹ Majority of private establishments with retrenchments in 2017 continued to be small and medium sized establishments (73%).

² Among private establishments with retrenchments, fewer had relocated overseas in 2017 (71 or 5.0%), affecting 1,360 workers.

Chart 2: Private Establishments With Retrenchments



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

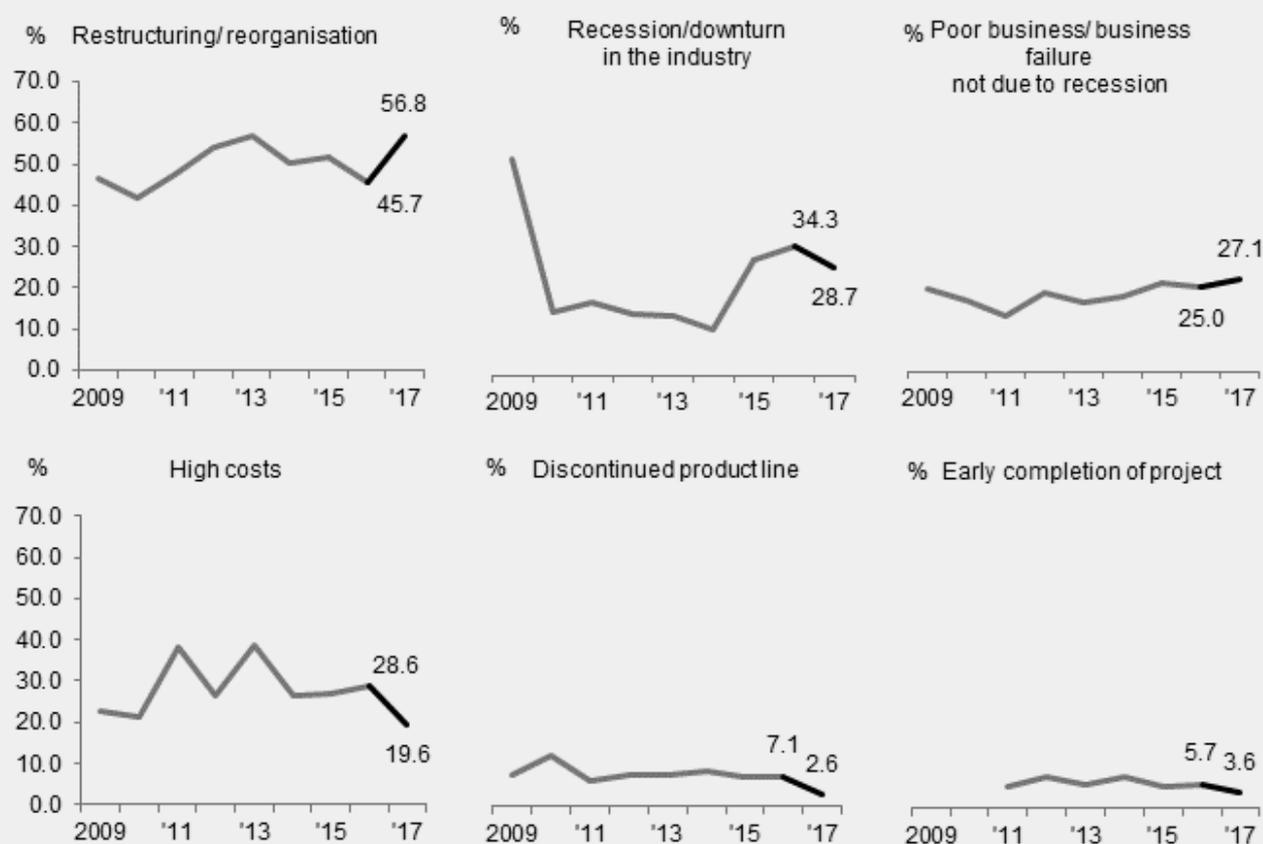
Note:

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

Business restructuring and reorganisation remained the top reason for retrenchment

In 2017, 64% of workers were retrenched due to on-going restructuring and reorganisation, up from 50% a year ago, mainly affecting workers in services industries. Workers were also retrenched due to downturn in the industry and business failure not due to recession, particularly among those laid off from manufacturing and construction.

Chart 3: Retrenched Employees By Reasons For 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) Establishments can indicate more than one reason.
- (3) Data on reasons for retrenchment is available from 2009. Data on early completion of project is available from 2011.
- (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.

While locals' share of retrenchments have increased, it remained lower than their share of employment

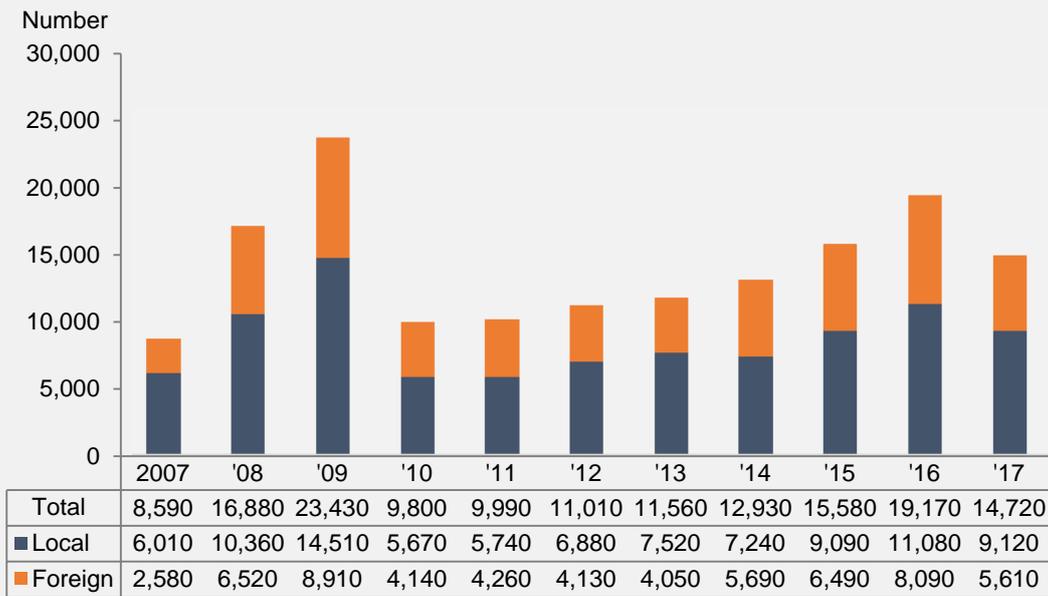
Retrenchments declined among locals (from 11,080 to 9,120) and foreigners (8,090 to 5,610). As foreign retrenchments fell by more, locals' share of retrenchments rose in 2017 (62%) while foreigners' share (38%) dropped correspondingly. Nonetheless, locals' share of retrenchments remained below their share of employment³.

Locals were less vulnerable to retrenchment across most industries except for information & communications, manufacturing⁴ and real estate, where the local share of retrenchments was higher than their share of employment.

³ Locals' share of employment (excl FDW) was 67% in December 2017.

⁴ The sub-manufacturing industries were electronics, paper/rubber/plastic manufacturing and petroleum products.

Chart 4: Retrenchments By Residential Status



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 5: Retrenchments By Residential Status



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

Note:

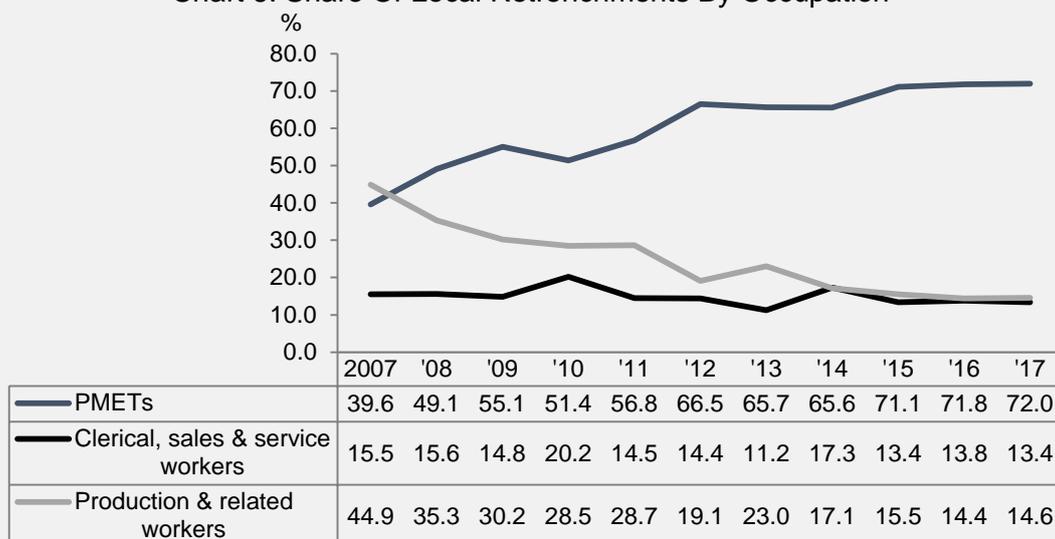
Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Profile of Retrenched Locals

PMETs' share of local retrenchments similar to a year ago

Among locals, PMETs (72%) continued to form majority of the retrenched group. They also remained over-represented compared to their share of employment (57%)⁵. The remaining 38% were non-PMETs (clerical, sales & service workers: 13%; production & related workers: 15%).

Chart 6: Share Of Local Retrenchments By Occupation



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.

Those older formed a rising share among local retrenchments

Among locals retrenched in 2017, the proportion who were aged 50 & over rose from 32% in 2016 to 36% in 2017, continuing the uptrend since 2012 (24%). This was followed by those in their 40s (33%), 30s (24%) or aged below 30 (6.7%). The profile of retrenched locals differed across broad occupational groups, reflecting differences in workforce composition.

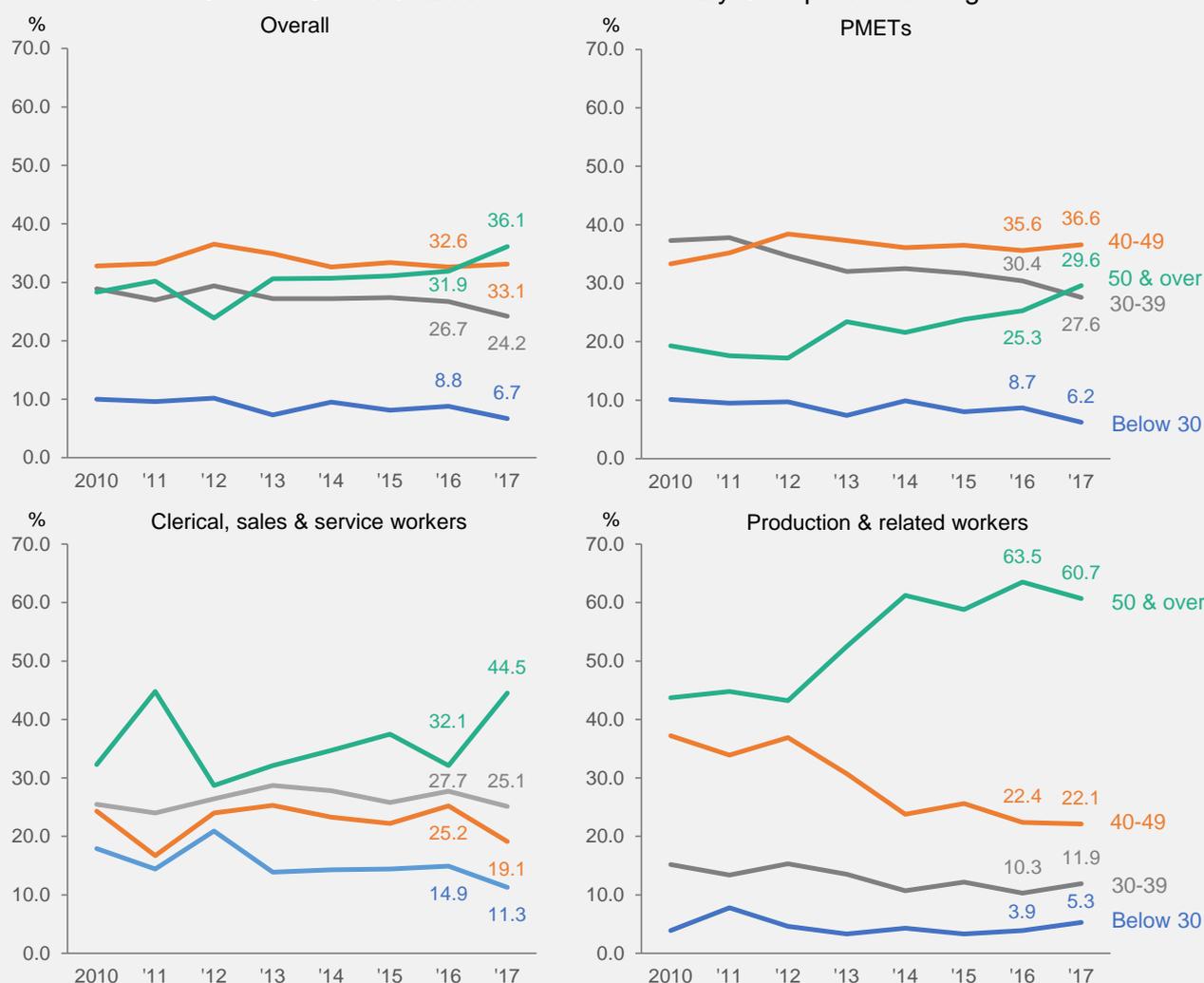
37% of the local PMETs who were retrenched were in their 40s. This was followed by those aged 50 & over (30%), whose proportion also rose over time. Local PMETs were mainly retrenched from services industries (75%), such as financial services, wholesale trade and professional services (18% each).

Locals laid off from non-PMET jobs were generally older, with those aged 50 & over forming 44% and 61% of clerical, sales & service workers and production & related workers respectively.

Clerical, sales & service workers were primarily laid off from services industries (80%) such as wholesale trade (16%), community, social & personal services (11%) and transportation & storage (10%). On the other hand, production & related workers were more likely to be retrenched from both manufacturing (45%; mainly electronics (14%)) and services (44%; mainly transportation & storage (17%)).

⁵ Source: Comprehensive Labour Force Survey. Data pertain to share of resident employees for June 2017.

Chart 7: Share Of Local Retrenchments By Occupation And Age



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.

Rate of Re-entry into Employment

Rate of re-entry similar in 2017

Based on CPF records, the annual average⁶ rate of re-entry into employment of retrenched residents was 65% in 2017, similar to the past year.

In 2017, re-entry rates of older residents aged 40 & over increased while those in their 30s declined. Older residents aged 50 & over remained less likely to have re-entered within a six-month period as shown by their below-average re-entry rate.

By broad occupations, re-entry rates remained similar, except for production & related workers who saw an increase. Increases at both ends of the education spectrum were balanced out by declines for those with post-secondary and diploma & professional qualifications.

⁶ Average over four quarters

Chart 8: Annual Average Rates Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)

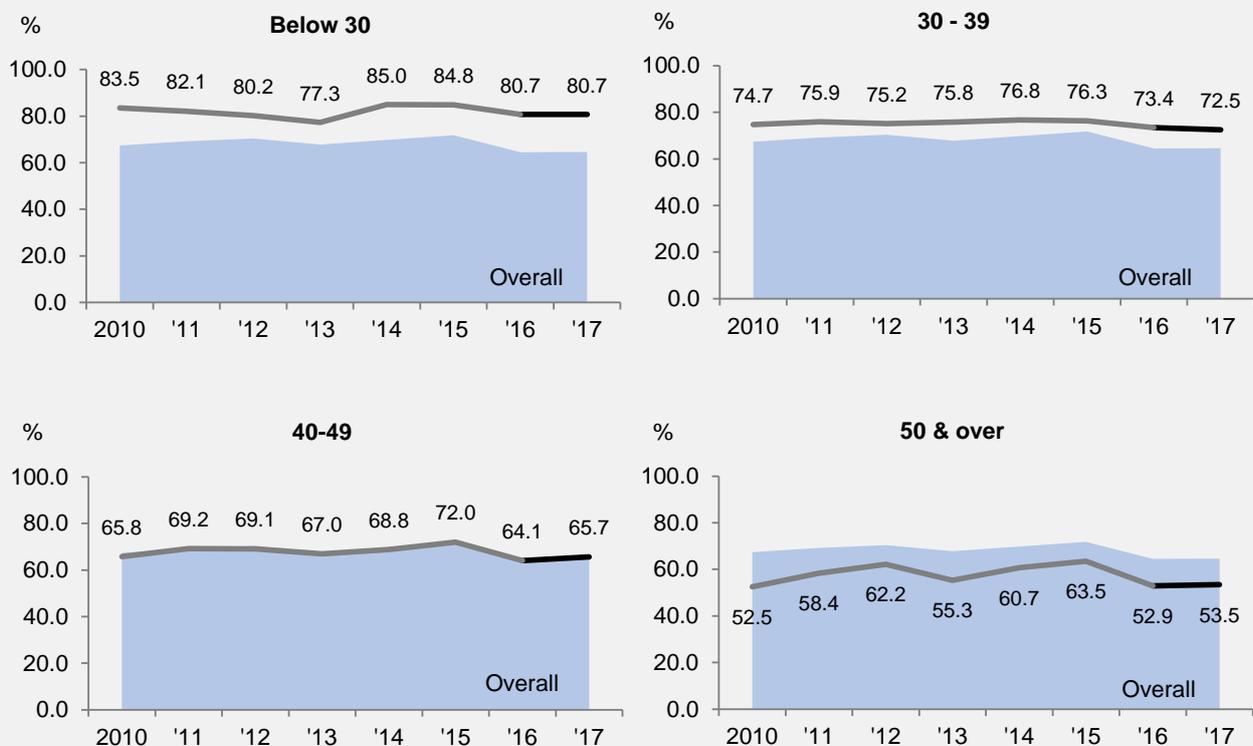


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

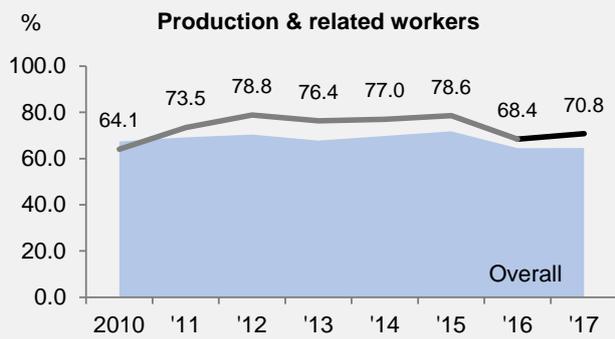
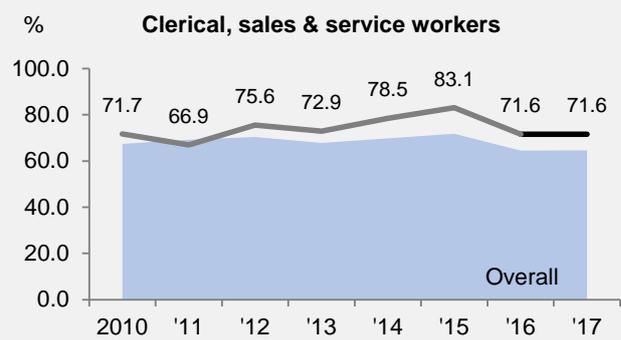
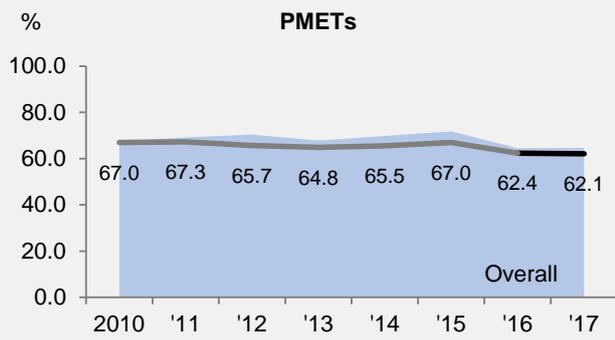
Notes:

- (1) The annual average rates are the simple average of the quarterly rates of re-entry into employment (6 months post-retrenchment).
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

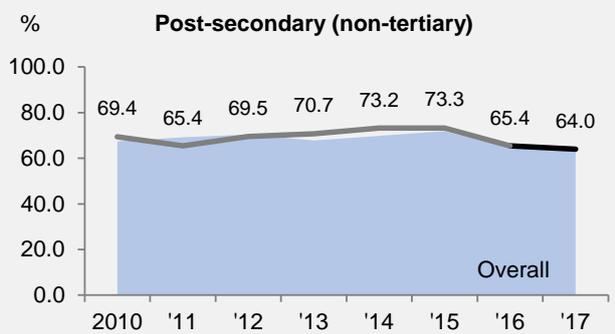
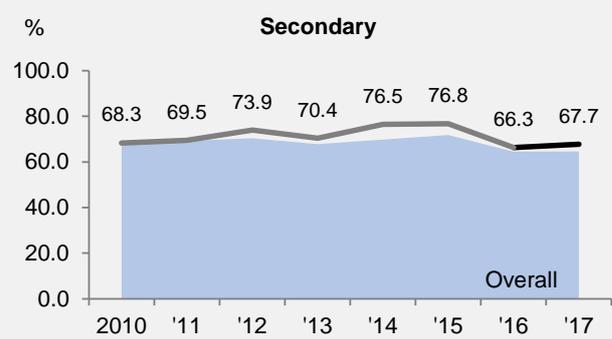
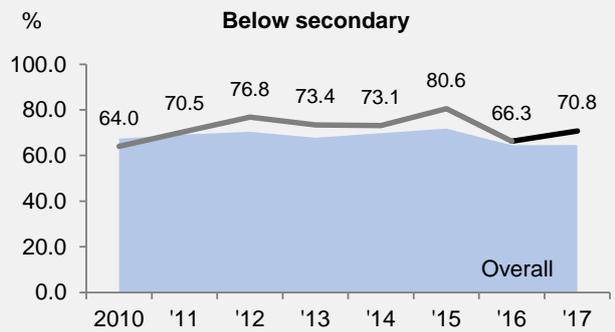
Chart 9: Annual Average Rates Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)
Age Group

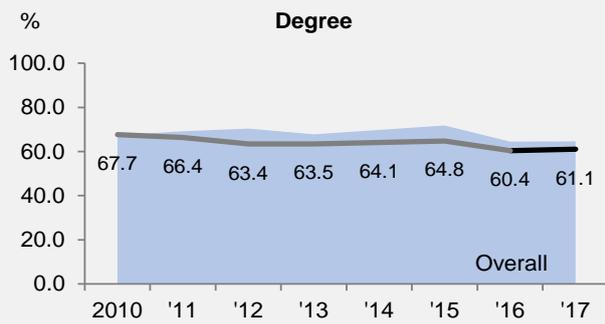


Occupational Group



Educational Group





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

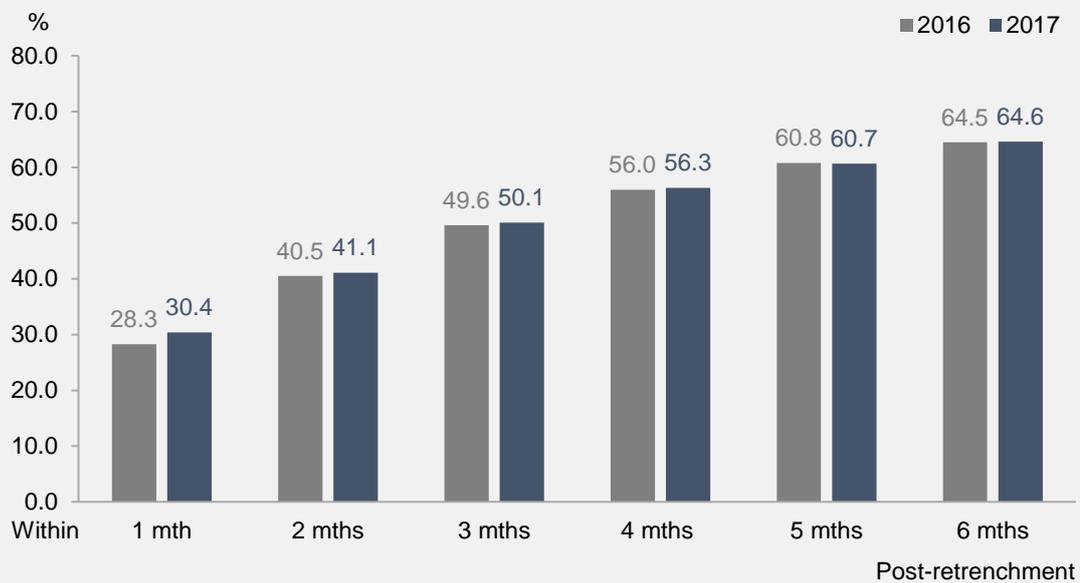
Notes:

- (1) The annual average rates are the simple average of the quarterly rates of re-entry into employment (6 months post-retrenchment).
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

About one-third re-entered within 1 month, similar to a year ago

Among retrenched residents, 30% had re-entered employment within 1 month post-retrenchment in 2017. Given more time, the share who re-entered continued to increase, although at a slower pace.

Chart 10: Annual Average Rates 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) The annual average rates are the simple average of the quarterly rates of re-entry into employment (1 to 6 months post-retrenchment).
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

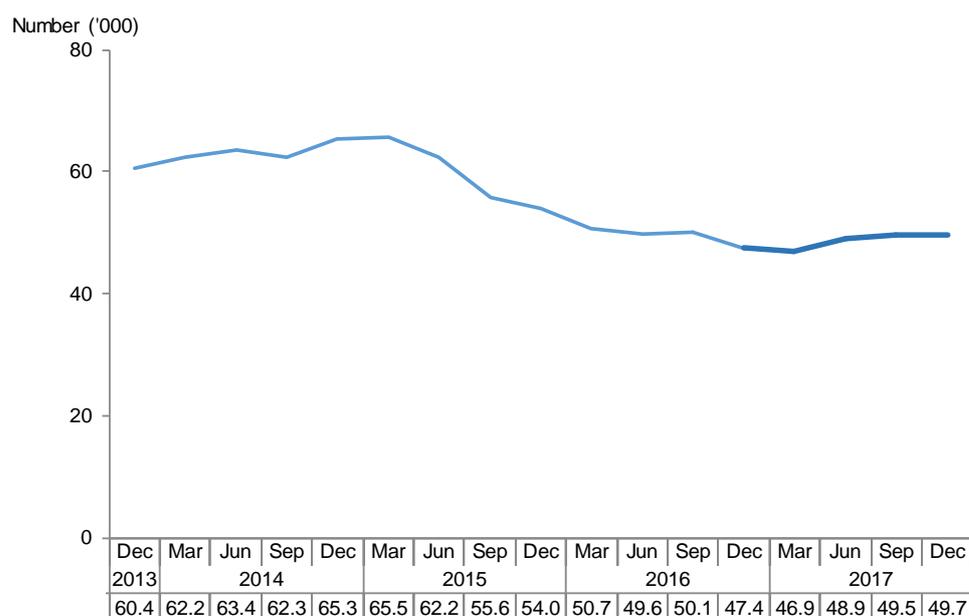
Job Vacancy

Job vacancies to unemployed ratio rose

In December 2017, the seasonally adjusted job vacancies (among private sector establishments with at least 25 employees and the public sector) was 49,700, broadly similar to September 2017 (49,500). Including an estimated number of job vacancies from small establishments employing less than 25 employees, vacancies for the whole economy rose in December 2017.^{4, 5}

Consequently, the seasonally adjusted ratio of job vacancies to unemployed persons increased from 89 job vacancies per 100 unemployed persons in September 2017, to 92 in December 2017, continuing the uptrend since the beginning of 2017.

Chart 18 Job Vacancy (Seasonally Adjusted)



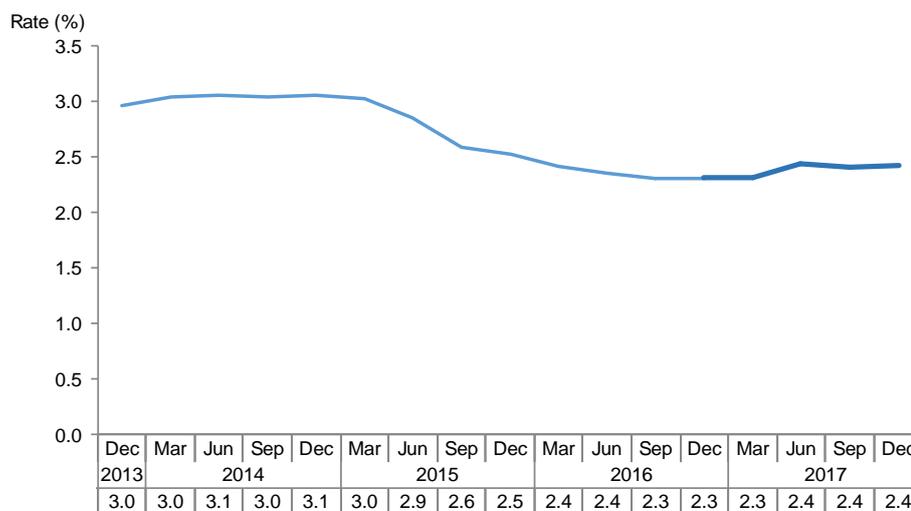
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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

⁴ The job vacancies for the whole economy are estimated by assuming that private sector establishments with less than 25 employees have the same vacancy rate as private establishments with 25-49 employees.

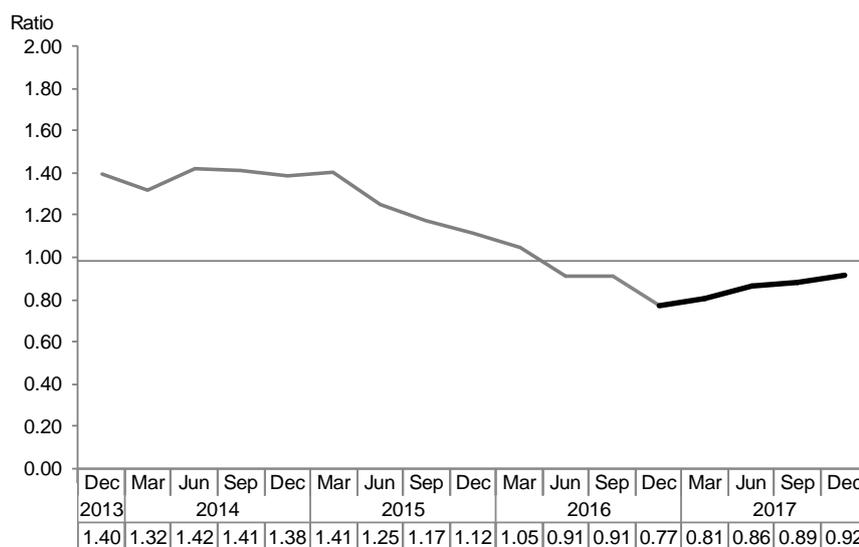
⁵ The seasonally adjusted job vacancies for establishments with less than 25 employees is estimated to have increased from 20,000 in September 2017 to 22,300 in December 2017.

Chart 19 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 20 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.

The increase in job vacancies over the year came from PMETs (+2,500), mainly in wholesale trade (+700), financial services (+600) and information & communications (+400). On the other hand, non-PMET openings declined (-400), due to fewer production & related positions (-700, led by electronics).

In December 2017, 55% of the vacancies were for PMETs, followed by clerical, sales & service workers (26%) and production & related workers (19%).

Labour Turnover

Recruitment and resignation rates rose over the quarter

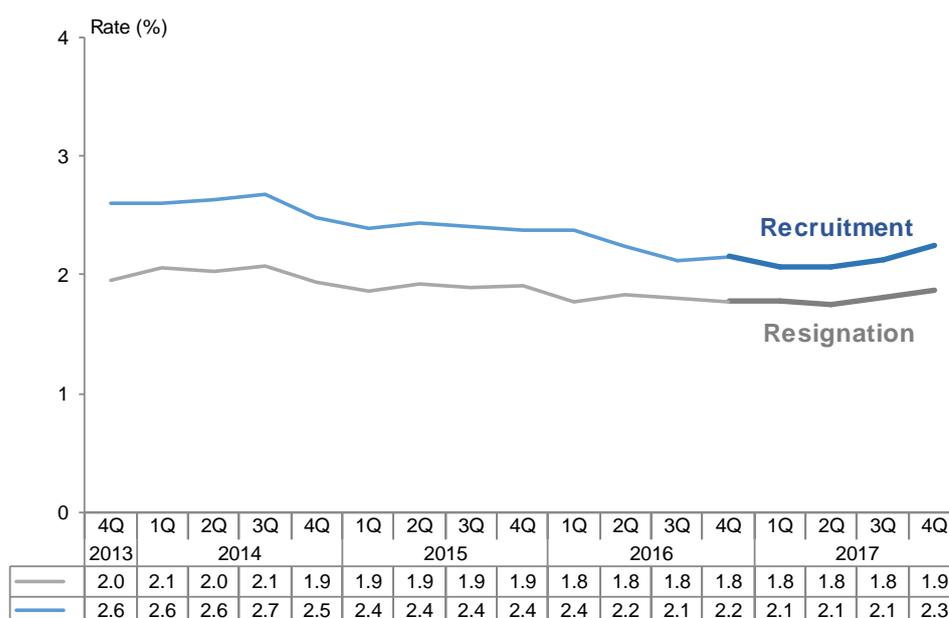
There was a pick-up in labour turnover in the fourth quarter of 2017, as economic sentiments improved. Both the seasonally adjusted recruitment rate (from 2.1% to 2.3%) and resignation rate (from 1.8% to 1.9%) rose between the third and fourth quarter of 2017. This brought the rates back to levels seen two years ago.

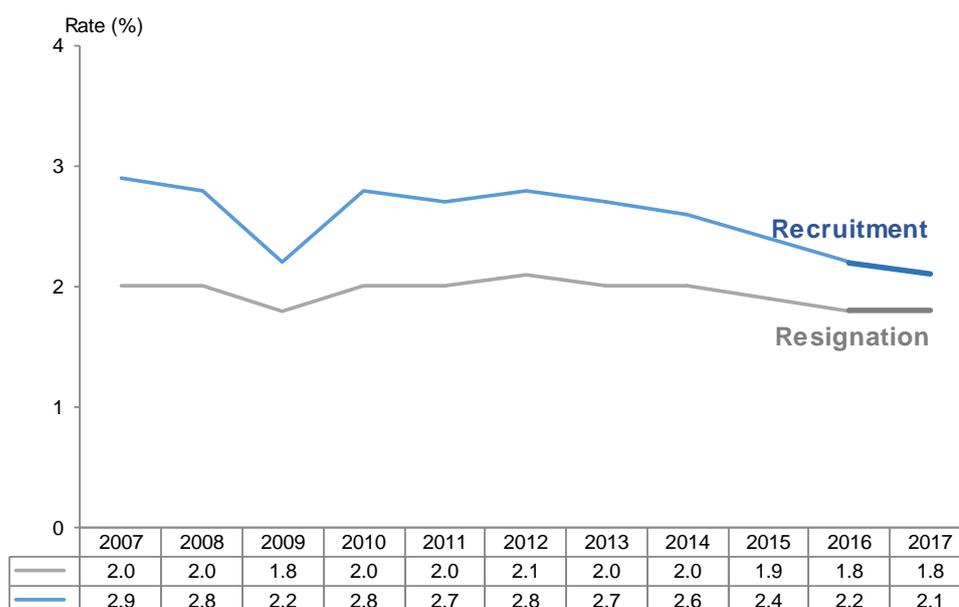
On an annual average basis, recruitment rate in 2017 was lower than that in 2016 (from 2.2% to 2.1%), while resignation rate was unchanged (1.8%). This extends the broad downtrend observed since 2013.

Across occupational groups and industries, the labour turnover patterns were varied. The decline in turnover was more pronounced in retail trade and information & communications, while administrative & support services, electronics and fabricated metal products manufacturing saw higher turnover.

Chart 21 Average Monthly Recruitment And Resignation Rates

Quarterly (Seasonally Adjusted)



Annual Average

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

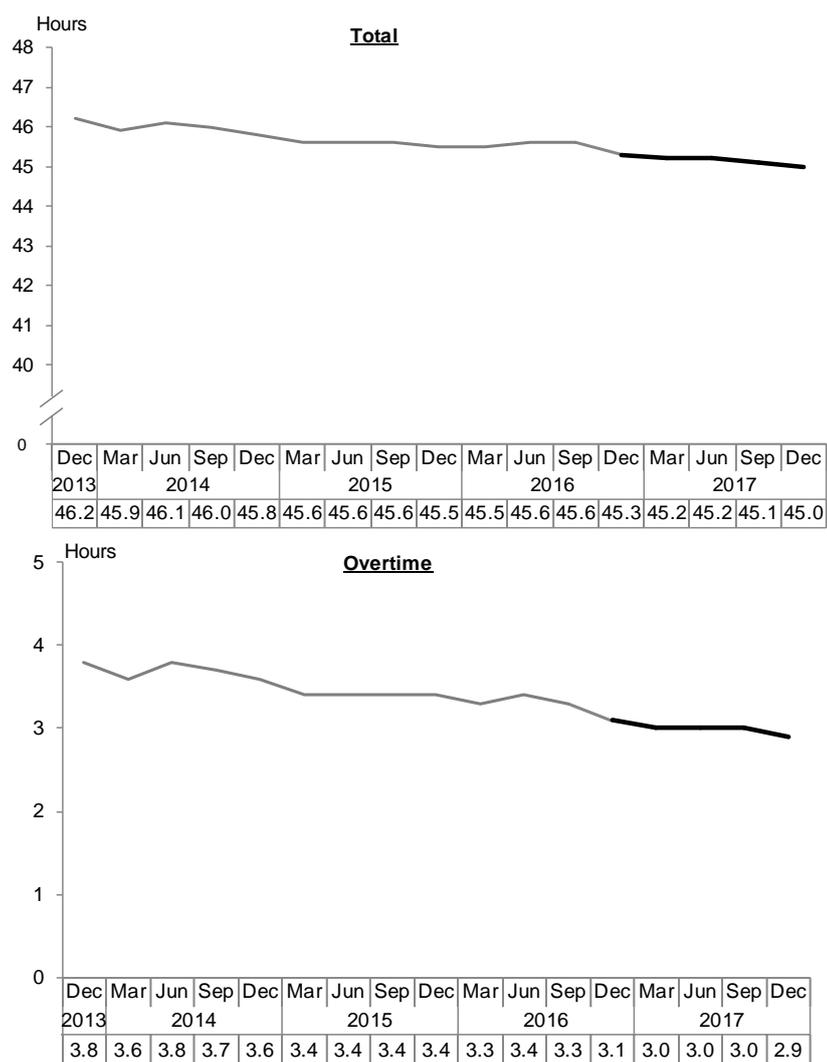
Hours Worked

Paid hours worked per employee edged down in December

The average total weekly paid hours worked⁶ per employee was slightly lower in December (45.0 hours) than in September 2017 (45.1), due to a decline in paid overtime hours (3.0 to 2.9 hours). Based on yearly averages, paid hours worked per employee fell for the fourth consecutive year to 45.1 hours in 2017.

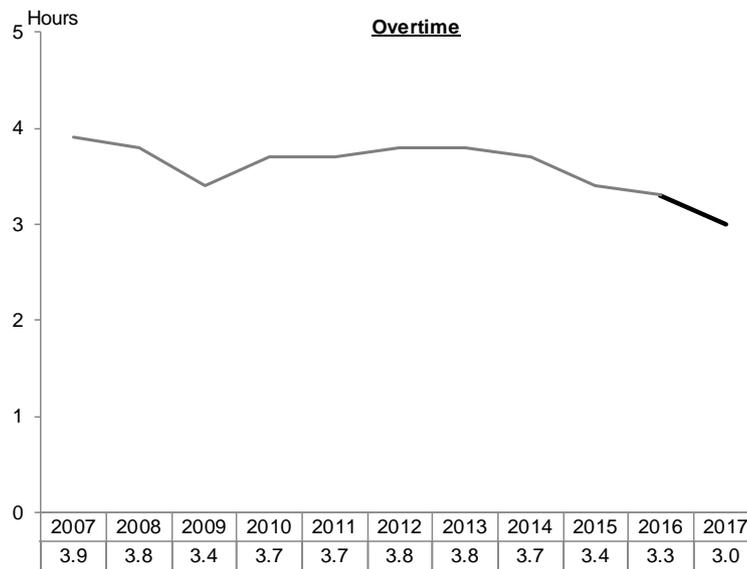
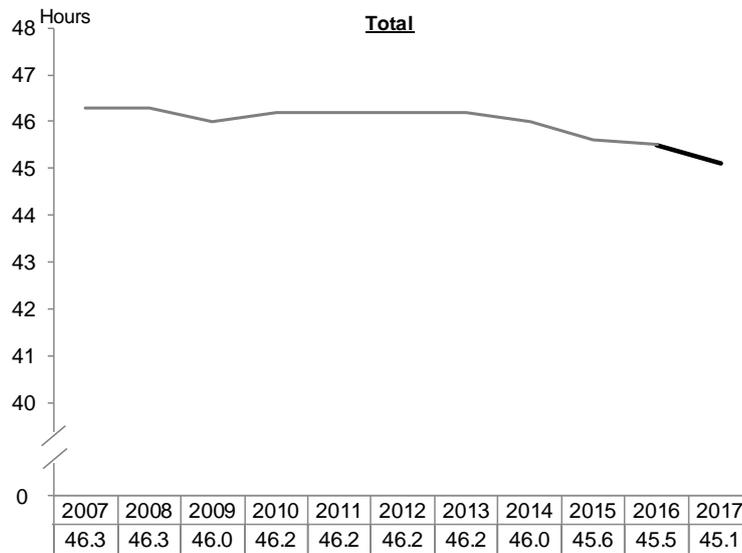
Manufacturing and construction saw sustained declines in hours worked for the past few years. Specifically, construction recorded the sharpest decrease in hours worked in 2017, while security & investigation reported the largest increase in paid hours over the year.

Chart 22 Average Weekly Paid Hours Worked Per Employee Quarterly



⁶ Average weekly paid hours worked per employee are based on the last month of each quarter.

Annual Average



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

Notes:

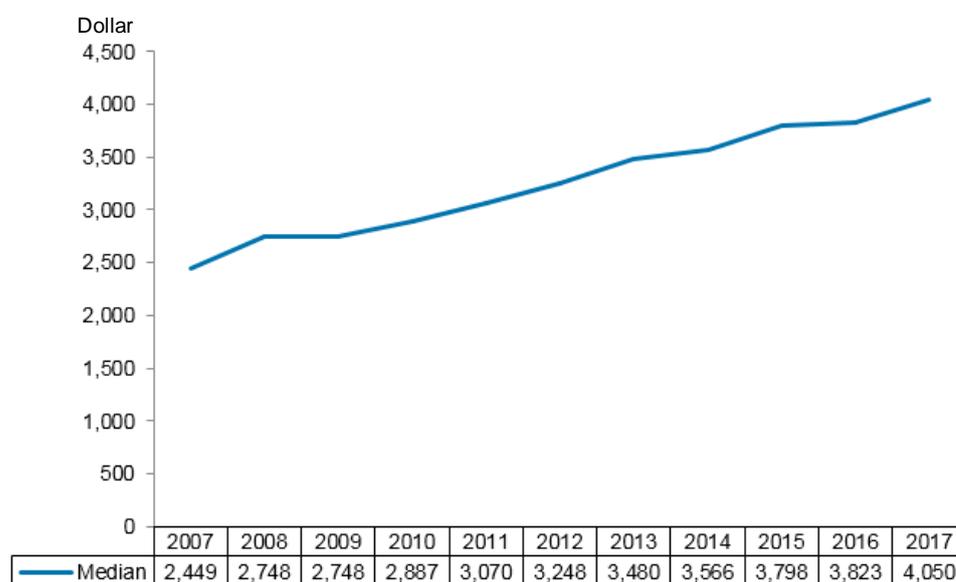
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Annual figures are computed based on the simple averages of the four quarterly figures in the year.

Income from Work

Higher income growth at the median in 2017

Year-on-year, the gross monthly income of full-time employed Singaporeans in the middle of the income distribution (i.e. median)⁷ rose by 5.9% (or 5.3% after adjusting for inflation), from \$3,823 in June 2016 to \$4,050 in June 2017. This was higher than the increase from June 2015 to June 2016 (nominal: 0.7%, real: 1.3%), and could reflect the pick-up in economic growth,⁸ changing composition of the workforce and continued restructuring of the economy.

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



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

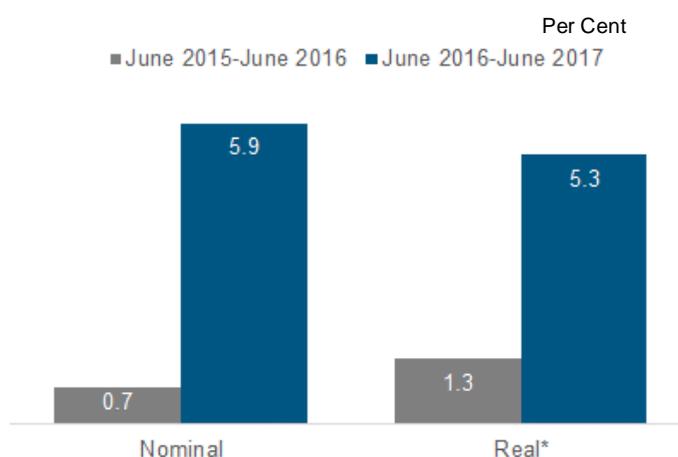
Notes:

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

⁷ The gross monthly income includes employers' CPF contributions, income received from more than one job and any movement in income as a result of job changes. The median income is the income such that half of the workers earn less and the other half earn more. Thus the change in median income is different from the mean change in wages, which is the average of all the wage changes of the population considered.

⁸ Real GDP grew by 2.4% in the twelve months ending June 2017, compared with 1.8% in the same period ending June 2016. Source: Singapore Department of Statistics.

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



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

Notes:

- (1) Data exclude full-time National Servicemen.
- (2) * - Deflated by Consumer Price Index for all items at 2014 prices (2014=100).

Income growth at the 20th percentile higher than at the median

Over the last five years from 2012 to 2017, the median income of full-time employed Singaporeans rose by 4.5% p.a. in nominal terms from \$3,248 to \$4,050, or 3.9% p.a. in real terms. Supported by initiatives to raise the income of low-wage workers in recent years,⁹ the income growth at the 20th percentile of full-time employed Singaporeans was higher than at the median. The 20th percentile income rose by 4.9% p.a. in nominal terms from \$1,647 in 2012 to \$2,095¹⁰ in 2017, or 4.3% p.a. in real terms.¹¹

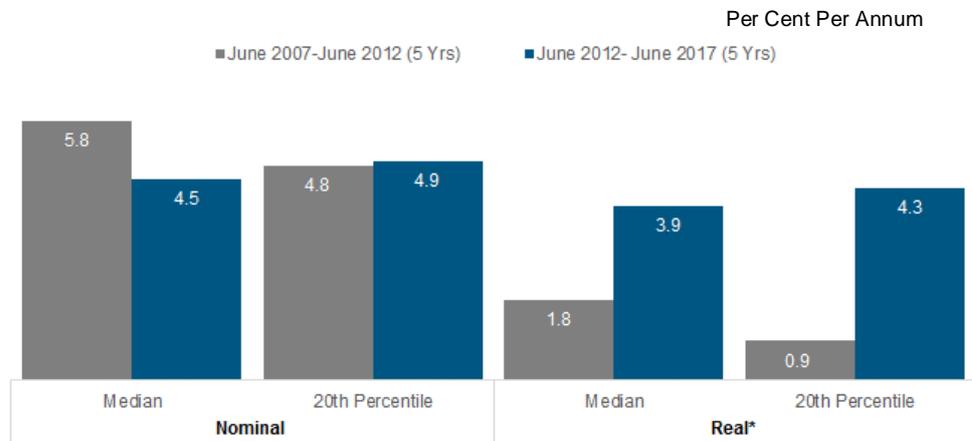
Real income growth at both the median and 20th percentile were significantly higher than the growth in the preceding five years (i.e. 2007 to 2012), supported by lower inflation.

⁹ This includes the National Wages Council's quantitative wage recommendations for low-wage workers and the Progressive Wage Model for the cleaning, security and landscape sectors.

¹⁰ Excluding employer CPF contributions, the income of full-time employed Singaporeans at the 20th percentile was \$1,900 in June 2017.

¹¹ As the data are captured from a sample survey, the income changes for the 20th percentile nearer the end of the income spectrum tend to be more volatile over shorter (e.g. year-on-year) than longer periods (e.g. 5 or 10 years). Studying income at the 20th percentile level over longer periods allows for more meaningful analysis of the income growth, as the year-on-year volatility in the data gets smoothed out.

Chart 25 Annualised Change In Gross Monthly Income From Work (Including Employer CPF Contributions) Of Full-Time Employed Singapore Citizens



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

Notes:

- (1) Data exclude full-time National Servicemen.
- (2) * - Deflated by Consumer Price Index for all items at 2014 prices (2014=100).

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2015	2016	2017	Dec	
				2016	2017
TOTAL	2.8	3.0	3.1	2.7	2.5
GENDER					
Males	2.7	3.0	3.1	2.8	2.8
Females	2.9	3.0	3.1	2.6	2.3
AGE GROUP (YEARS)					
Below 30	5.1	5.0	5.4	4.6	4.7
30 - 39	1.9	2.3	2.4	1.8	1.7
40 & Over	2.3	2.6	2.7	2.4	2.2
40 - 49	2.4	2.4	2.5	2.0	2.0
50 & Over	2.4	2.7	2.8	2.8	2.3
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.4	2.6	2.4	2.3
Secondary	2.7	3.1	2.8	3.0	2.1
Post-Secondary (Non-Tertiary)	3.0	3.2	3.8	3.4	3.1
Diploma & Professional Qualification	2.9	3.1	3.3	2.9	2.4
Degree	2.8	3.1	3.2	2.4	2.8

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	2015	2016	2017	Dec	
				2016	2017
TOTAL	62.5	67.4	70.9	62.1	58.2
GENDER					
Males	33.2	36.2	38.4	34.7	34.2
Females	29.2	31.2	32.6	27.4	23.9
AGE GROUP (YEARS)					
Below 30	22.2	21.8	22.6	20.4	19.6
30 - 39	9.9	11.9	12.6	9.5	9.5
40 & Over	30.4	33.7	35.7	32.3	29.1
40 - 49	12.6	12.8	13.7	10.6	10.6
50 & Over	17.8	20.9	22.0	21.7	18.5
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.6	10.1	10.9	10.4	10.0
Secondary	11.3	12.3	11.1	12.1	8.6
Post-Secondary (Non-Tertiary)	7.4	7.5	8.9	7.6	6.8
Diploma & Professional Qualification	12.5	13.2	14.1	12.3	10.6
Degree	20.6	24.2	25.9	19.7	22.2

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	2015	2016	2017	Per Cent	
				Dec	
				2016	2017
TOTAL	0.6	0.8	0.8	0.7	0.7
GENDER					
Males	0.6	0.9	0.9	0.8	0.8
Females	0.5	0.6	0.6	0.6	0.5
AGE GROUP (YEARS)					
Below 30	0.5	0.6	0.8	0.6	0.9
30 - 39	0.5	0.6	0.5	0.5	0.4
40 & Over	0.7	0.9	0.8	0.9	0.7
40 - 49	0.7	0.8	0.9	0.7	0.8
50 & Over	0.7	1.0	0.8	1.0	0.7
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.4	0.6	0.7	0.6	0.6
Secondary	0.5	0.7	0.5	0.7	0.3
Post-Secondary (Non-Tertiary)	0.6	0.6	0.8	0.8	0.9
Diploma & Professional Qualification	0.5	0.7	0.8	0.8	0.6
Degree	0.8	1.0	0.9	0.8	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	2015	2016	2017	Dec	
				2016	2017
TOTAL	12.7	17.0	17.1	16.6	15.8
GENDER					
Males	7.6	10.6	10.5	10.5	10.0
Females	5.1	6.3	6.6	6.1	5.8
AGE GROUP (YEARS)					
Below 30	1.9	2.4	3.4	2.5	3.8
30 - 39	2.2	2.9	2.9	2.8	2.3
40 & Over	8.5	11.7	10.9	11.3	9.7
40 - 49	3.5	4.3	4.5	3.6	4.1
50 & Over	5.0	7.4	6.4	7.6	5.6
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	1.8	2.6	2.6	2.8	2.5
Secondary	2.2	2.9	2.1	2.8	1.3
Post-Secondary (Non-Tertiary)	1.4	1.2	1.9	1.7	1.9
Diploma & Professional Qualification	2.0	2.9	3.5	3.2	2.8
Degree	5.4	7.3	7.0	6.1	7.3

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 Dec 2017
	2015	2016	2017	2016	2017					
				4Q	1Q	2Q	3Q	4Q		
TOTAL	32.3	16.8	-3.6	2.3	-6.8	-7.3	-2.3	12.7	12.7	3 669.4
C10-32 MANUFACTURING	-22.1	-15.5	-11.3	-6.5	-4.4	-3.6	-2.1	-1.3	-1.3	488.2
C10-12 Food, Beverages & Tobacco	2.8	1.2	2.2	0.5	0.6	0.2	0.6	0.7	0.7	48.9
C17,18,22 Paper / Rubber / Plastic Products & Printing	-2.7	-1.9	-1.6	-0.6	-0.1	-0.6	-0.5	-0.4	-0.4	30.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	-4.6	5.5	-4.0	0.5	0.3	-1.6	-2.0	-0.7	-0.7	59.3
C25,28 Fabricated Metal Products, Machinery & Equipment	-5.5	-7.1	-2.2	-2.2	-0.7	-0.9	-0.6	-	-	94.6
C26 Electronic, Computer & Optical Products	-1.7	-3.0	7.7	0.3	0.5	2.5	2.3	2.4	2.4	91.9
C29-30 Transport Equipment	-11.4	-9.2	-13.6	-5.2	-4.9	-3.2	-2.3	-3.3	-3.3	99.7
Other Manufacturing Industries	1.0	-0.8	0.2	0.1	-0.1	-	0.3	-0.1	-0.1	63.0
F41-43 CONSTRUCTION	8.6	-11.5	-38.3	-8.3	-12.5	-10.5	-9.5	-5.7	-5.7	450.9
G-U SERVICES	45.5	44.2	46.4	17.1	10.0	7.0	9.2	20.2	20.2	2 703.5
G46-47 WHOLESALE AND RETAIL TRADE	-9.4	0.8	-0.7	3.6	-3.4	-1.5	-0.5	4.7	4.7	487.7
G46 Wholesale Trade	-1.5	-0.6	0.7	-0.4	-0.5	-0.3	0.5	0.9	0.9	322.3
G47 Retail Trade	-7.9	1.4	-1.4	4.0	-2.9	-1.2	-1.1	3.8	3.8	165.5
H49-53 TRANSPORTATION AND STORAGE	3.1	4.1	5.9	-0.1	0.5	1.7	0.3	3.4	3.4	248.2
H49,5221 Land Transport & Supporting Services	2.5	4.4	3.9	0.6	0.9	1.2	0.8	1.1	1.1	102.3
H50,5222, 5225 Water Transport & Supporting Services	-	-0.9	-1.0	-0.3	-0.5	0.3	-0.4	-0.4	-0.4	49.1
H51,5223 Air Transport & Supporting Services	0.4	-1.1	1.9	-1.3	-	0.1	-0.3	2.0	2.0	29.5
Other Transportation & Storage Services	0.2	1.7	1.1	0.9	0.1	0.1	0.2	0.6	0.6	67.2
I55-56 ACCOMMODATION AND FOOD SERVICES	4.8	6.0	3.6	4.7	0.1	-0.5	1.2	2.7	2.7	251.3
I55 Accommodation	-0.3	-0.9	-	-0.7	-0.7	-0.2	1.2	-0.3	-0.3	34.4
I56 Food & Beverage Services	5.2	6.9	3.6	5.4	0.8	-0.3	-	3.1	3.1	216.9
J58-63 INFORMATION AND COMMUNICATIONS	5.4	2.2	4.0	-	1.2	1.0	0.9	0.8	0.8	132.1
J58-61 Telecommunications, Broadcasting & Publishing	0.1	-1.2	-0.1	-0.5	-0.2	0.1	-	-	-	39.3
J62-63 IT & Other Information Services	5.3	3.4	4.0	0.5	1.4	0.9	0.9	0.8	0.8	92.7
K64-66 FINANCIAL AND INSURANCE SERVICES	4.5	2.8	6.2	3.1	3.2	1.6	1.8	-0.4	-0.4	209.5
K64 & 66 (excl.662) Financial Services	3.9	1.4	3.6	2.6	2.4	0.9	1.1	-0.7	-0.7	171.3
K65 & 662 Insurance Services	0.6	1.4	2.6	0.5	0.8	0.7	0.7	0.3	0.3	38.2
L68 REAL ESTATE SERVICES	-5.1	0.2	1.4	0.2	0.7	-0.1	0.4	0.4	0.4	92.2
M69-75 PROFESSIONAL SERVICES	7.7	3.8	1.4	-0.8	-0.7	0.2	1.1	0.8	0.8	238.5
M69-70 Legal, Accounting & Management Services	10.5	5.9	1.5	-0.5	-0.4	0.5	1.0	0.5	0.5	121.1
M71 Architectural & Engineering Services	-1.5	-2.5	-1.7	-0.5	-0.7	-0.8	-0.2	-0.1	-0.1	58.7
Other Professional Services	-1.2	0.4	1.6	0.2	0.4	0.5	0.3	0.4	0.4	58.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	12.3	4.2	8.6	2.6	1.7	2.7	0.4	3.7	3.7	231.6
N80 Security & Investigation	2.2	1.6	2.7	-0.1	0.7	0.8	1.0	0.2	0.2	46.6
N81 Cleaning & Landscaping	7.4	2.2	3.8	0.3	1.3	0.6	0.6	1.4	1.4	66.3
Other Administrative & Support Services	2.8	0.4	2.1	2.3	-0.2	1.3	-1.1	2.1	2.1	118.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	22.4	20.2	16.0	3.7	6.7	1.8	3.5	4.0	4.0	812.4
O84,P85 Public Administration & Education	4.9	6.3	1.5	1.3	1.5	-0.4	-0.2	0.5	0.5	246.6
Q86-88 Health & Social Services	7.3	5.8	5.1	1.4	1.5	1.2	1.1	1.2	1.2	151.9
R90-93 Arts, Entertainment & Recreation	0.6	-0.5	0.3	0.1	-0.2	-0.1	0.2	0.4	0.4	56.1
S,T,U Other Community, Social & Personal Services	9.6	8.7	9.2	1.0	3.8	1.1	2.4	1.9	1.9	357.7
A,B,D,E,V OTHERS*	0.3	-0.4	-0.4	0.1	0.2	-0.2	0.2	-0.5	-0.5	26.8

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

	2015	2016	2017	2016	2017			
				4Q	1Q	2Q	3Q	4Q
TOTAL	15 580	19 170	14 720	5 440	4 000	3 640	3 400	3 680
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	5 210	6 280	3 790	1 990	890	840	730	1 330
C10-12 Food, Beverages & Tobacco	80	330	190	20	50	30	30	80
C17,18,22 Paper / Rubber / Plastic Products & Printing	570	410	480	90	50	90	60	280
C19-21 Petroleum, Chemical & Pharmaceutical Products	320	360	300	130	140	90	50	20
C25,28 Fabricated Metal Products, Machinery & Equipment	1 680	2 360	860	790	370	180	140	170
C26 Electronic, Computer & Optical Products	1 690	1 670	920	660	80	170	100	580
C29-30 Transport Equipment	670	760	890	240	170	280	330	110
Other Manufacturing Industries	200	390	150	70	40	10	10	90
F41-43 CONSTRUCTION	1 780	1 920	2 010	580	660	470	490	390
G-U SERVICES	8 510	10 880	8 910	2 840	2 440	2 330	2 180	1 960
G46-47 WHOLESALE AND RETAIL TRADE	2 180	2 380	2 130	550	650	500	500	470
G46 Wholesale Trade	2 150	2 200	1 880	510	510	440	480	450
G47 Retail Trade	30	180	260	40	140	70	30	20
H49-53 TRANSPORTATION AND STORAGE	690	870	890	280	150	170	300	280
H49,5221 Land Transport & Supporting Services	60	10	160	-	-	-	150	-
H50,5222,5225 Water Transport & Supporting Services	280	490	300	140	80	70	110	40
H51,5223 Air Transport & Supporting Services	110	160	20	50	10	-	-	10
Other Transportation & Storage Services	250	220	410	80	60	90	40	230
I55-56 ACCOMMODATION AND FOOD SERVICES	200	350	470	20	60	180	120	110
I55 Accommodation	10	70	120	10	20	10	40	50
I56 Food & Beverage Services	190	280	350	10	40	170	80	60
J58-63 INFORMATION AND COMMUNICATIONS	710	970	930	260	250	240	250	200
J58-61 Telecommunications, Broadcasting & Publishing	280	570	520	150	140	90	180	110
J62-63 IT & Other Information Services	430	400	420	110	110	150	80	90
K64-66 FINANCIAL AND INSURANCE SERVICES	1 760	2 310	1 790	640	510	480	440	360
K64 & 66 (excl.662) Financial Services	1 710	2 210	1 730	630	500	460	440	340
K65 & 662 Insurance Services	50	90	60	10	10	30	-	20
L68 REAL ESTATE SERVICES	50	90	70	40	20	40	20	-
M69-75 PROFESSIONAL SERVICES	2 290	2 730	1 740	720	470	620	260	390
M69-70 Legal, Accounting & Management Services	1 180	1 410	900	430	300	270	160	180
M71 Architectural & Engineering Services	940	1 040	550	200	120	200	70	160
Other Professional Services	170	280	280	80	50	150	30	50
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	400	350	420	100	190	70	120	40
N80 Security & Investigation	70	20	120	-	120	-	-	-
N81 Cleaning & Landscaping	50	60	60	-	20	-	50	-
Other Administrative & Support Services	280	270	240	90	60	70	70	40
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	230	850	460	240	150	40	160	110
O84,P85 Public Administration & Education	40	50	40	20	-	10	-	20
Q86-88 Health & Social Services	90	40	50	10	20	10	10	10
R90-93 Arts, Entertainment & Recreation	10	500	240	10	110	10	120	-
S,T,U Other Community, Social & Personal Services	80	260	130	200	10	10	30	70
A,B,D,E,V OTHERS*	80	100	10	20	10	-	-	10
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8 550	10 890	8 700	3 180	2 380	2 200	1 880	2 240
Clerical, Sales & Service Workers	1 550	2 100	1 550	350	500	390	360	300
Production & Transport Operators, Cleaners & Labourers	5 480	6 190	4 480	1 910	1 120	1 050	1 170	1 130

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, 2017

Number of Employees

Industry (SSIC 2010)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	4 230	3 980	2 880	8 360	380	540	500	14 720	8 700	1 550	4 480
C10-32 MANUFACTURING	1 590	1 030	560	1 690	190	160	10	3 790	1 710	240	1 840
C10-12 Food, Beverages & Tobacco	50	30	40	90	50	-	-	190	90	10	100
C17,18,22 Paper / Rubber / Plastic Products & Printing	30	230	130	180	40	-	-	480	180	50	250
C19-21 Petroleum, Chemical & Pharmaceutical Products	130	10	10	160	40	-	-	300	170	20	120
C25,28 Fabricated Metal Products, Machinery & Equipment	660	310	130	190	-	30	-	860	430	90	340
C26 Electronic, Computer & Optical Products	10	80	60	760	20	-	10	920	610	10	300
C29-30 Transport Equipment	660	330	180	240	10	110	-	890	180	50	660
Other Manufacturing Industries	40	30	20	60	30	20	-	150	60	10	80
F41-43 CONSTRUCTION	1 190	1 220	660	240	-	240	-	2 010	420	90	1 510
G-U SERVICES	1 450	1 730	1 650	6 430	190	130	490	8 910	6 560	1 220	1 130
G46-47 WHOLESALE AND RETAIL TRADE	500	490	420	1 670	70	40	10	2 130	1 540	340	240
G46 Wholesale Trade	470	450	310	1 480	60	40	10	1 880	1 430	250	200
G47 Retail Trade	20	40	120	200	10	-	-	260	110	100	50
H49-53 TRANSPORTATION AND STORAGE	350	220	150	350	-	-	140	890	340	140	420
H49,5221 Land Transport & Supporting Services	150	10	10	10	-	-	-	160	-	-	150
H50,5222, 5225 Water Transport & Supporting Services	140	130	40	150	-	-	-	300	200	40	70
H51,5223 Air Transport & Supporting Services	-	-	-	20	-	-	-	20	-	20	-
Other Transportation & Storage Services	70	80	100	170	-	-	140	410	130	80	200
I55-56 ACCOMMODATION AND FOOD SERVICES	70	200	140	200	-	-	50	470	150	200	120
I55 Accommodation	10	-	-	90	-	-	20	120	60	40	30
I56 Food & Beverage Services	60	200	140	110	-	-	30	350	90	160	100
J58-63 INFORMATION AND COMMUNICATIONS	90	170	110	710	30	30	40	930	820	100	10
J58-61 Telecommunications, Broadcasting & Publishing	60	150	60	360	30	10	30	520	430	80	10
J62-63 IT & Other Information Services	30	20	50	350	-	20	10	420	390	20	-
K64-66 FINANCIAL AND INSURANCE SERVICES	30	50	520	1 710	80	-	-	1 790	1 720	70	-
K64 & 66 (excl.662) Financial Services	30	50	520	1 650	80	-	-	1 730	1 670	60	-
K65 & 662 Insurance Services	-	-	10	60	-	-	-	60	50	10	-
L68 REAL ESTATE SERVICES	10	-	-	40	-	10	20	70	50	20	10
M69-75 PROFESSIONAL SERVICES	270	430	210	1 330	-	10	10	1 740	1 580	80	90
M69-70 Legal, Accounting & Management Services	30	40	160	860	-	-	10	900	860	40	-
M71 Architectural & Engineering Services	180	320	20	250	-	10	-	550	450	30	70
Other Professional Services	60	70	30	230	-	-	-	280	260	10	10
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	120	120	30	200	-	-	120	420	160	140	120
N80 Security & Investigation	-	-	-	-	-	-	120	120	-	120	-
N81 Cleaning & Landscaping	-	60	-	-	-	-	-	60	-	-	60
Other Administrative & Support Services	120	60	20	200	-	-	-	240	160	20	60
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	50	70	220	-	30	110	460	210	140	120
O84,P85 Public Administration & Education	-	10	-	30	-	10	-	40	30	10	-
Q86-88 Health & Social Services	-	10	10	30	-	-	10	50	30	20	-
R90-93 Arts, Entertainment & Recreation	-	-	-	140	-	-	110	240	90	100	60
S,T,U Other Community, Social & Personal Services	20	30	60	20	-	20	-	130	60	20	50
A,B,D,E,V OTHERS**	10	-	-	10	-	-	-	10	10	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

- 1) Establishments can indicate more than one reason for their 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

	2015	2016	2017	2016	2017			
				4Q	1Q	2Q	3Q	4Q
TOTAL	13 440	16 810	12 880	4 810	3 480	3 120	2 920	3 350
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	4 790	5 620	3 330	1 860	740	710	590	1 290
C10-12 Food, Beverages & Tobacco	80	290	190	20	50	30	30	80
C17,18,22 Paper / Rubber / Plastic Products & Printing	560	360	480	80	50	90	60	280
C19-21 Petroleum, Chemical & Pharmaceutical Products	310	360	300	130	130	90	50	20
C25,28 Fabricated Metal Products, Machinery & Equipment	1 450	2 210	740	720	290	170	120	160
C26 Electronic, Computer & Optical Products	1 680	1 670	910	660	80	160	100	580
C29-30 Transport Equipment	530	480	600	190	110	170	210	110
Other Manufacturing Industries	180	260	120	60	40	10	10	60
F41-43 CONSTRUCTION	770	870	1 180	260	370	220	370	230
G-U SERVICES	7 800	10 230	8 360	2 670	2 370	2 190	1 960	1 830
G46-47 WHOLESALE AND RETAIL TRADE	2 100	2 310	2 100	540	650	490	500	470
G46 Wholesale Trade	2 080	2 130	1 850	500	510	430	470	450
G47 Retail Trade	30	170	250	40	140	60	30	20
H49-53 TRANSPORTATION AND STORAGE	510	720	670	210	150	150	160	220
H49,5221 Land Transport & Supporting Services	40	-	20	-	-	-	10	-
H50,5222,5225 Water Transport & Supporting Services	200	430	300	140	80	70	110	40
H51,5223 Air Transport & Supporting Services	70	110	20	-	10	-	-	10
Other Transportation & Storage Services	190	190	340	70	60	80	40	170
I55-56 ACCOMMODATION AND FOOD SERVICES	190	320	450	20	60	160	120	110
I55 Accommodation	10	70	120	10	20	10	40	50
I56 Food & Beverage Services	180	250	330	10	40	150	80	60
J58-63 INFORMATION AND COMMUNICATIONS	620	910	890	240	240	230	250	180
J58-61 Telecommunications, Broadcasting & Publishing	280	530	500	130	140	90	180	100
J62-63 IT & Other Information Services	350	380	390	100	100	140	70	80
K64-66 FINANCIAL AND INSURANCE SERVICES	1 700	2 290	1 780	640	510	470	440	360
K64 & 66 (excl.662) Financial Services	1 660	2 200	1 720	630	500	440	440	340
K65 & 662 Insurance Services	50	90	60	10	10	30	-	20
L68 REAL ESTATE SERVICES	50	70	70	30	20	30	20	-
M69-75 PROFESSIONAL SERVICES	2 150	2 600	1 620	700	450	560	230	380
M69-70 Legal, Accounting & Management Services	1 170	1 380	880	430	290	270	140	180
M71 Architectural & Engineering Services	820	960	470	190	120	140	60	150
Other Professional Services	160	260	280	80	40	150	30	50
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	270	230	390	70	170	70	110	40
N80 Security & Investigation	70	-	120	-	120	-	-	-
N81 Cleaning & Landscaping	30	50	50	-	-	-	50	-
Other Administrative & Support Services	170	180	220	70	60	70	60	40
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	210	770	390	220	140	30	140	80
O84,P85 Public Administration & Education	40	40	30	10	-	10	-	20
Q86-88 Health & Social Services	80	30	40	10	10	10	10	10
R90-93 Arts, Entertainment & Recreation	10	480	220	10	110	10	100	-
S,T,U Other Community, Social & Personal Services	80	230	110	200	10	10	30	60
A,B,D,E,V OTHERS*	80	100	10	20	10	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8 140	10 490	8 420	3 080	2 300	2 150	1 790	2 190
Clerical, Sales & Service Workers	1 500	1 940	1 440	330	470	340	340	290
Production & Transport Operators, Cleaners & Labourers	3 800	4 390	3 020	1 390	720	640	800	870

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

	2015	2016	2017	2016	2017			
				4Q	1Q	2Q	3Q	4Q
TOTAL	2 140	2 360	1 840	630	510	520	480	330
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	430	660	460	130	140	130	140	50
C10-12 Food, Beverages & Tobacco	10	40	10	-	-	-	-	-
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	230	150	120	70	80	10	20	10
C26 Electronic, Computer & Optical Products	10	10	10	-	-	10	-	-
C29-30 Transport Equipment	140	280	290	50	60	110	120	-
Other Manufacturing Industries	20	130	30	10	-	-	-	30
F41-43 CONSTRUCTION	1 010	1 050	830	320	290	250	130	160
G-U SERVICES	710	650	550	170	80	140	220	120
G46-47 WHOLESALE AND RETAIL TRADE	80	70	30	10	10	10	10	-
G46 Wholesale Trade	80	70	20	10	10	10	10	-
G47 Retail Trade	-	10	10	-	-	10	-	-
H49-53 TRANSPORTATION AND STORAGE	180	150	220	70	-	10	140	60
H49,5221 Land Transport & Supporting Services	10	-	140	-	-	-	140	-
H50,5222, 5225 Water Transport & Supporting Services	80	60	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	40	50	-	50	-	-	-	-
Other Transportation & Storage Services	50	30	80	10	-	10	-	60
I55-56 ACCOMMODATION AND FOOD SERVICES	10	30	20	-	-	20	-	-
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	10	30	20	-	-	20	-	-
J58-63 INFORMATION AND COMMUNICATIONS	90	50	40	20	10	10	10	20
J58-61 Telecommunications, Broadcasting & Publishing	-	30	10	20	-	-	-	-
J62-63 IT & Other Information Services	90	20	30	10	10	10	-	10
K64-66 FINANCIAL AND INSURANCE SERVICES	60	20	20	-	-	10	-	-
K64 & 66 (excl.662) Financial Services	60	20	10	-	-	10	-	-
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	-	10	10	10	-	-	-	-
M69-75 PROFESSIONAL SERVICES	140	130	120	20	20	60	30	10
M69-70 Legal, Accounting & Management Services	10	30	30	10	10	-	20	-
M71 Architectural & Engineering Services	120	80	80	10	-	60	10	10
Other Professional Services	10	20	10	-	10	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	130	120	30	30	20	-	10	-
N80 Security & Investigation	-	20	-	-	-	-	-	-
N81 Cleaning & Landscaping	20	10	10	-	10	-	-	-
Other Administrative & Support Services	110	90	20	20	10	-	10	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	70	70	20	20	10	30	20
O84,P85 Public Administration & Education	-	10	10	10	-	10	-	-
Q86-88 Health & Social Services	20	10	10	-	10	-	-	-
R90-93 Arts, Entertainment & Recreation	-	20	30	-	10	-	20	-
S,T,U Other Community, Social & Personal Services	10	30	20	10	-	-	10	20
A,B,D,E,V OTHERS*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	420	400	280	100	80	50	90	60
Clerical, Sales & Service Workers	50	160	110	20	30	50	20	10
Production & Transport Operators, Cleaners & Labourers	1 670	1 800	1 460	510	400	420	370	260

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

	2015	2016	2017	2016	2017			
				4Q	1Q	2Q	3Q	4Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	810	950	1 160	1 160	1 180	1 240	1 100	1 120
SECTOR								
Manufacturing	530	600	640	710	760	710	510	580
Construction	170	110	250	150	110	280	290	300
Services	110	240	270	300	300	250	300	240
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	260	260	400	340	480	410	400	310
Clerical, Sales & Service Workers	50	100	110	140	160	70	90	120
Production & Transport Operators, Cleaners & Labourers	500	590	650	680	540	760	610	690
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	660	820	180	930	1 090	1 010	880	950
SECTOR								
Manufacturing	490	570	10	690	760	710	510	550
Construction	80	40	140	50	50	100	100	170
Services	90	200	30	190	280	210	260	230
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	250	230	20	280	470	380	380	290
Clerical, Sales & Service Workers	50	90	10	120	150	70	80	110
Production & Transport Operators, Cleaners & Labourers	370	500	150	530	470	560	420	550
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	150	130	980	230	90	230	220	170
SECTOR								
Manufacturing	40	30	630	20	-	-	-	30
Construction	100	70	110	100	70	180	190	130
Services	10	40	250	110	20	40	30	10
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	30	380	60	20	20	20	20
Clerical, Sales & Service Workers	-	10	110	20	-	-	-	10
Production & Transport Operators, Cleaners & Labourers	140	90	500	150	70	200	200	140

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	2015	2016	2017	2016	2017			
				4Q	1Q	2Q	3Q	4Q
TOTAL	71.8	64.5	64.6	64.7	64.4	64.5	66.4	63.2
GENDER								
Males	69.0	62.5	62.0	63.6	60.2	62.7	65.1	60.0
Females	75.0	67.4	67.9	66.4	69.5	66.8	68.2	66.9
AGE GROUP (YEARS)								
Below 30	84.8	80.7	80.7	81.6	78.4	79.4	81.7	83.1
30 - 39	76.3	73.4	72.5	75.0	71.8	70.9	74.2	73.0
40 & Over	67.7	58.7	59.8	58.2	59.5	59.9	62.3	57.4
40 - 49	72.0	64.1	65.7	63.4	63.9	66.9	68.5	63.5
50 & Over	63.5	52.9	53.5	52.3	55.0	52.2	55.9	50.8
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	80.6	66.3	70.8	72.9	70.6	70.2	77.6	64.8
Secondary	76.8	66.3	67.7	67.0	72.3	69.9	68.6	60.1
Post-Secondary (Non-Tertiary)	73.3	65.4	64.0	66.9	62.0	63.7	63.8	66.4
Diploma & Professional Qualification	73.4	69.0	67.7	66.0	67.5	67.5	67.6	68.2
Degree	64.8	60.4	61.1	60.0	59.5	60.2	62.2	62.4
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	67.0	62.4	62.1	62.2	60.6	61.9	63.6	62.3
Clerical, Sales & Service Workers	83.1	71.6	71.6	67.4	77.7	68.6	73.0	66.9
Production & Transport Operators, Cleaners & Labourers	78.6	68.4	70.8	73.5	68.1	74.9	75.0	65.0

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

	2015	2016	2017	Dec	
				2016	2017
TOTAL	59.3	49.5	48.8	44.5	46.6
INDUSTRY (SSIC 2010)					
C10-32 MANUFACTURING	7.0	5.8	6.5	5.2	6.0
C10-12 Food, Beverages & Tobacco	0.8	0.6	0.6	0.4	0.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	0.3	0.3	0.3	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	0.4	0.4	0.4	0.4
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.0	1.2	0.7	1.4
C26 Electronic, Computer & Optical Products	2.0	1.9	2.5	2.3	1.9
C29-30 Transport Equipment	1.2	0.8	0.9	0.6	0.9
Other Manufacturing Industries	0.7	0.7	0.5	0.5	0.5
F41-43 CONSTRUCTION	2.9	2.0	1.7	1.6	1.7
G-U SERVICES	48.9	41.3	40.1	37.4	38.6
G46-47 WHOLESALE AND RETAIL TRADE	7.2	6.2	5.8	5.9	5.7
G46 Wholesale Trade	4.0	2.8	3.1	2.4	3.3
G47 Retail Trade	3.3	3.4	2.7	3.5	2.4
H49-53 TRANSPORTATION AND STORAGE	3.8	2.9	3.3	2.2	3.0
H49,5221 Land Transport & Supporting Services	0.9	0.7	0.6	0.3	0.7
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.3	0.6	0.2	0.2
H51,5223 Air Transport & Supporting Services	1.0	0.7	0.6	0.6	0.8
Other Transportation & Storage Services	1.4	1.2	1.5	1.1	1.3
I55-56 ACCOMMODATION AND FOOD SERVICES	7.2	5.7	5.3	4.9	5.4
I55 Accommodation	1.8	1.6	1.5	1.6	1.5
I56 Food & Beverage Services	5.4	4.0	3.8	3.3	3.9
J58-63 INFORMATION AND COMMUNICATIONS	2.8	2.9	3.0	2.7	3.1
J58-61 Telecommunications, Broadcasting & Publishing	0.7	0.9	0.8	0.8	0.5
J62-63 IT & Other Information Services	2.0	2.0	2.2	1.9	2.5
K64-66 FINANCIAL AND INSURANCE SERVICES	3.7	3.2	4.2	3.4	4.2
K64 & 66 (excl.662) Financial Services	3.3	2.8	3.7	2.9	3.6
K65 & 662 Insurance Services	0.4	0.5	0.5	0.4	0.6
L68 REAL ESTATE SERVICES	2.2	1.6	1.2	1.3	1.1
M69-75 PROFESSIONAL SERVICES	4.1	3.3	2.9	2.5	2.9
M69-70 Legal, Accounting & Management Services	2.5	1.9	1.8	1.7	1.6
M71 Architectural & Engineering Services	0.8	0.7	0.6	0.5	0.7
Other Professional Services	0.8	0.7	0.5	0.4	0.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.3	4.9	4.6	4.8	3.9
N80 Security & Investigation	2.4	2.3	2.0	2.2	1.6
N81 Cleaning & Landscaping	1.6	1.4	1.5	1.4	1.3
Other Administrative & Support Services	1.3	1.2	1.2	1.2	1.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	12.6	10.8	9.9	9.7	9.3
O84,P85 Public Administration & Education	5.9	5.4	4.9	4.8	4.9
Q86-88 Health & Social Services	3.6	3.1	2.7	3.0	2.7
R90-93 Arts, Entertainment & Recreation	2.0	1.4	1.5	1.4	1.1
S,T,U Other Community, Social & Personal Services	1.1	0.8	0.8	0.5	0.6
A,B,D,E,V OTHERS*	0.5	0.4	0.4	0.4	0.3
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	28.6	25.0	25.7	23.2	25.7
Clerical, Sales & Service Workers	16.9	13.7	12.3	11.7	12.0
Production & Transport Operators, Cleaners & Labourers	13.9	10.9	10.8	9.7	9.0

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) 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				
				2015	2016	2017	Dec	
							2016	2017
TOTAL				2.8	2.3	2.4	2.2	2.3
INDUSTRY (SSIC 2010)								
C10-32	MANUFACTURING			1.8	1.6	1.8	1.4	1.7
C10-12	Food, Beverages & Tobacco			2.6	2.1	2.0	1.3	1.9
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.6	1.3	1.6	1.6	1.4
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.8	1.6	1.5	1.5	1.5
C25,28	Fabricated Metal Products, Machinery & Equipment			1.4	1.1	1.5	0.9	1.7
C26	Electronic, Computer & Optical Products			2.3	2.4	3.2	2.9	2.4
C29-30	Transport Equipment			1.3	0.9	1.1	0.7	1.1
	Other Manufacturing Industries			1.9	1.9	1.5	1.3	1.4
F41-43	CONSTRUCTION			0.9	0.6	0.6	0.6	0.6
G-U	SERVICES			3.5	2.9	2.9	2.7	2.7
G46-47	WHOLESALE AND RETAIL TRADE			2.9	2.6	2.5	2.5	2.4
G46	Wholesale Trade			2.3	1.8	2.0	1.6	2.0
G47	Retail Trade			4.3	4.4	3.5	4.4	3.0
H49-53	TRANSPORTATION AND STORAGE			2.4	1.9	2.2	1.5	2.0
H49,5221	Land Transport & Supporting Services			2.4	1.8	1.7	0.9	2.0
H50,5222,5225	Water Transport & Supporting Services			1.3	0.9	1.6	0.6	0.7
H51,5223	Air Transport & Supporting Services			3.0	2.1	1.9	1.8	2.2
	Other Transportation & Storage Services			3.0	2.6	3.2	2.4	2.9
I55-56	ACCOMMODATION AND FOOD SERVICES			5.4	4.3	4.2	3.9	4.1
I55	Accommodation			7.3	6.7	6.4	6.7	6.4
I56	Food & Beverage Services			5.0	3.7	3.6	3.3	3.6
J58-63	INFORMATION AND COMMUNICATIONS			3.8	3.9	4.0	3.7	4.0
J58-61	Telecommunications, Broadcasting & Publishing			2.5	3.1	2.7	2.7	1.9
J62-63	IT & Other Information Services			4.8	4.5	4.9	4.5	5.2
K64-66	FINANCIAL AND INSURANCE SERVICES			2.8	2.4	3.1	2.5	3.0
K64 & 66 (excl.662)	Financial Services			2.8	2.4	3.1	2.5	2.9
K65 & 662	Insurance Services			2.5	2.6	2.9	2.6	3.4
L68	REAL ESTATE SERVICES			3.8	2.9	2.1	2.5	2.1
M69-75	PROFESSIONAL SERVICES			3.0	2.5	2.3	2.0	2.3
M69-70	Legal, Accounting & Management Services			3.8	3.0	2.8	2.7	2.5
M71	Architectural & Engineering Services			1.7	1.6	1.5	1.1	1.7
	Other Professional Services			3.5	3.1	2.6	2.0	2.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.9	3.3	3.2	3.3	3.1
N80	Security & Investigation			5.6	4.9	4.6	4.7	4.9
N81	Cleaning & Landscaping			3.3	2.5	2.6	2.5	2.3
	Other Administrative & Support Services			2.9	2.7	2.7	2.8	2.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			3.7	3.1	2.8	2.8	2.6
O84,P85	Public Administration & Education			3.4	3.0	2.7	2.7	2.7
Q86-88	Health & Social Services			3.8	3.1	2.7	3.0	2.6
R90-93	Arts, Entertainment & Recreation			4.8	3.5	3.7	3.6	2.8
S,T,U	Other Community, Social & Personal Services			3.5	2.7	2.6	1.8	2.0
A,B,D,E,V	OTHERS*			2.3	1.8	1.8	1.8	1.3
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			2.9	2.5	2.6	2.4	2.5
	Clerical, Sales & Service Workers			3.9	3.2	3.0	2.8	2.9
	Production & Transport Operators, Cleaners & Labourers			1.9	1.6	1.7	1.5	1.4

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 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, 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	48.8	2.4	25.7	2.6	12.3	3.0	10.8	1.7
C10-32 MANUFACTURING	6.5	1.8	3.0	2.0	0.5	1.6	3.1	1.7
C10-12 Food, Beverages & Tobacco	0.6	2.0	0.1	1.5	0.3	2.7	0.2	1.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.6	0.1	1.5	-	-	0.2	1.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	1.5	0.3	1.6	-	-	0.1	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.5	0.6	1.9	0.1	0.9	0.6	1.4
C26 Electronic, Computer & Optical Products	2.5	3.2	1.1	2.5	-	-	1.4	4.0
C29-30 Transport Equipment	0.9	1.1	0.5	1.8	0.1	1.2	0.3	0.7
Other Manufacturing Industries	0.5	1.5	0.2	1.8	-	-	0.3	1.3
F41-43 CONSTRUCTION	1.7	0.6	0.7	1.1	0.1	0.8	0.9	0.4
G-U SERVICES	40.1	2.9	21.9	2.8	11.7	3.2	6.6	2.6
G46-47 WHOLESALE AND RETAIL TRADE	5.8	2.5	2.6	2.4	2.5	2.8	0.7	1.9
G46 Wholesale Trade	3.1	2.0	2.0	2.2	0.6	1.7	0.4	1.5
G47 Retail Trade	2.7	3.5	0.5	3.1	1.9	3.7	0.3	3.7
H49-53 TRANSPORTATION AND STORAGE	3.3	2.2	0.8	1.8	0.8	1.8	1.8	2.7
H49,5221 Land Transport & Supporting Services	0.6	1.7	0.1	1.0	0.1	2.5	0.4	1.7
H50,5222, 5225 Water Transport & Supporting Services	0.6	1.6	0.2	1.2	-	-	0.3	2.1
H51,5223 Air Transport & Supporting Services	0.6	1.9	0.2	2.5	0.3	1.3	0.2	4.1
Other Transportation & Storage Services	1.5	3.2	0.3	2.2	0.3	3.0	0.9	4.0
I55-56 ACCOMMODATION AND FOOD SERVICES	5.3	4.2	0.8	3.0	3.3	4.2	1.2	5.2
I55 Accommodation	1.5	6.4	0.3	3.8	0.7	7.4	0.5	8.2
I56 Food & Beverage Services	3.8	3.6	0.5	2.7	2.6	3.8	0.7	4.1
J58-63 INFORMATION AND COMMUNICATIONS	3.0	4.0	2.8	4.3	0.1	2.2	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.8	2.7	0.7	2.9	0.1	2.1	-	-
J62-63 IT & Other Information Services	2.2	4.9	2.1	5.1	-	-	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	4.2	3.1	3.9	3.1	0.3	2.9	-	-
K64 & 66 (excl.662) Financial Services	3.7	3.1	3.4	3.2	0.2	2.8	-	-
K65 & 662 Insurance Services	0.5	2.9	0.4	2.9	0.1	3.1	-	-
L68 REAL ESTATE SERVICES	1.2	2.1	0.4	2.1	0.2	2.1	0.5	2.2
M69-75 PROFESSIONAL SERVICES	2.9	2.3	2.5	2.6	0.3	2.1	0.2	0.9
M69-70 Legal, Accounting & Management Services	1.8	2.8	1.5	2.9	0.2	2.3	0.1	1.7
M71 Architectural & Engineering Services	0.6	1.5	0.5	1.9	-	-	0.1	0.6
Other Professional Services	0.5	2.6	0.5	2.7	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.6	3.2	0.8	3.1	2.1	4.1	1.7	2.6
N80 Security & Investigation	2.0	4.6	0.1	3.6	1.8	4.8	-	-
N81 Cleaning & Landscaping	1.5	2.6	-	-	-	-	1.4	2.8
Other Administrative & Support Services	1.2	2.7	0.7	3.3	0.2	2.3	0.3	2.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	9.9	2.8	7.3	2.8	2.1	3.0	0.5	2.4
O84,P85 Public Administration & Education	4.9	2.7	4.5	2.8	0.3	2.3	0.1	2.0
Q86-88 Health & Social Services	2.7	2.7	1.8	2.5	0.7	3.0	0.2	2.8
R90-93 Arts, Entertainment & Recreation	1.5	3.7	0.6	4.4	0.7	3.2	0.2	3.2
S,T,U Other Community, Social & Personal Services	0.8	2.6	0.3	2.4	0.4	3.3	0.1	1.7
A,B,D,E,V OTHERS*	0.4	1.8	0.2	1.3	-	-	0.2	2.6

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				
		2015	2016	2017	4Q	
					2016	2017
	TOTAL	2.4	2.2	2.1	2.0	2.1
	INDUSTRY (SSIC 2010)					
C10-32	MANUFACTURING	1.6	1.6	1.8	1.3	1.7
C10-12	Food, Beverages & Tobacco	3.2	2.9	2.9	2.7	2.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.8	1.6	1.9	1.6	1.3
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.4	1.3	1.4	1.2	1.3
C25,28	Fabricated Metal Products, Machinery & Equipment	1.5	1.4	1.6	1.1	1.5
C26	Electronic, Computer & Optical Products	1.6	1.6	2.5	1.5	2.4
C29-30	Transport Equipment	1.1	1.2	1.2	0.9	1.0
	Other Manufacturing Industries	1.8	1.8	1.6	1.3	1.4
F41-43	CONSTRUCTION	2.5	2.1	1.7	1.9	1.5
G-U	SERVICES	2.6	2.4	2.3	2.2	2.3
G46-47	WHOLESALE AND RETAIL TRADE	2.7	2.5	2.4	2.4	2.5
G46	Wholesale Trade	2.0	1.9	1.8	1.5	1.7
G47	Retail Trade	4.1	3.8	3.5	4.2	4.1
H49-53	TRANSPORTATION AND STORAGE	2.0	1.8	1.7	1.5	1.6
H49,5221	Land Transport & Supporting Services	2.2	1.9	1.6	1.5	1.6
H50,5222,5225	Water Transport & Supporting Services	1.7	1.4	1.6	1.3	1.2
H51,5223	Air Transport & Supporting Services	1.5	1.3	1.1	1.1	1.2
	Other Transportation & Storage Services	2.5	2.4	2.3	2.0	2.3
I55-56	ACCOMMODATION AND FOOD SERVICES	4.5	3.9	3.8	3.8	3.9
I55	Accommodation	3.5	2.9	2.8	2.0	2.1
I56	Food & Beverage Services	4.7	4.2	4.0	4.3	4.3
J58-63	INFORMATION AND COMMUNICATIONS	2.6	2.2	2.0	1.7	2.0
J58-61	Telecommunications, Broadcasting & Publishing	2.2	1.8	1.6	1.3	1.5
J62-63	IT & Other Information Services	3.0	2.4	2.3	2.0	2.3
K64-66	FINANCIAL AND INSURANCE SERVICES	2.0	1.9	1.8	1.7	1.8
K64 & 66 (excl.662)	Financial Services	1.9	1.8	1.8	1.6	1.8
K65 & 662	Insurance Services	2.5	2.5	2.3	2.5	1.8
L68	REAL ESTATE SERVICES	3.5	3.5	3.5	3.1	3.0
M69-75	PROFESSIONAL SERVICES	2.2	2.3	2.0	1.8	1.9
M69-70	Legal, Accounting & Management Services	2.5	2.3	2.1	1.9	1.9
M71	Architectural & Engineering Services	1.8	2.3	1.9	1.9	1.8
	Other Professional Services	2.3	2.0	1.8	1.5	2.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.7	4.4	4.6	4.1	4.9
N80	Security & Investigation	4.2	3.5	3.7	3.2	4.1
N81	Cleaning & Landscaping	5.1	4.8	4.6	4.3	5.1
	Other Administrative & Support Services	4.8	4.9	5.6	4.6	5.1
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.4	1.3	1.1	1.2
O84,P85	Public Administration & Education	1.1	1.1	1.0	0.8	0.8
Q86-88	Health & Social Services	2.0	1.6	1.6	1.3	1.4
R90-93	Arts, Entertainment & Recreation	2.6	1.7	1.8	1.6	1.7
S,T,U	Other Community, Social & Personal Services	2.2	2.2	2.0	1.9	2.1
A,B,D,E,V	OTHERS*	1.6	1.3	1.4	1.3	1.3
	OCCUPATIONAL GROUP					
	Professionals, Managers, Executives & Technicians	1.8	1.6	1.5	1.3	1.4
	Clerical, Sales & Service Workers	3.5	3.1	3.1	3.0	3.2
	Production & Transport Operators, Cleaners & Labourers	2.6	2.5	2.4	2.2	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.

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2015	2016	2017	4Q	
				2016	2017
TOTAL	1.9	1.8	1.8	1.6	1.7
INDUSTRY (SSIC 2010)					
C10-32 MANUFACTURING	1.5	1.5	1.5	1.2	1.3
C10-12 Food, Beverages & Tobacco	2.7	2.6	2.5	2.1	2.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.7	1.7	1.4	1.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	0.9	0.8	0.8	0.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.5	1.6	1.1	1.3
C26 Electronic, Computer & Optical Products	1.4	1.4	1.5	1.0	1.3
C29-30 Transport Equipment	1.3	1.3	1.4	1.3	1.4
Other Manufacturing Industries	1.5	1.4	1.3	1.1	1.1
F41-43 CONSTRUCTION	1.8	1.7	1.8	1.7	1.8
G-U SERVICES	2.0	1.9	1.9	1.7	1.8
G46-47 WHOLESALE AND RETAIL TRADE	2.2	2.2	2.0	1.7	1.8
G46 Wholesale Trade	1.7	1.7	1.6	1.2	1.4
G47 Retail Trade	3.4	3.2	3.0	2.7	2.6
H49-53 TRANSPORTATION AND STORAGE	1.5	1.4	1.3	1.1	1.2
H49,5221 Land Transport & Supporting Services	1.4	1.3	1.3	1.1	1.0
H50,5222, 5225 Water Transport & Supporting Services	1.1	1.1	1.0	1.0	1.0
H51,5223 Air Transport & Supporting Services	1.0	0.9	0.9	0.8	0.8
Other Transportation & Storage Services	2.1	2.0	1.9	1.6	1.7
I55-56 ACCOMMODATION AND FOOD SERVICES	4.0	3.6	3.6	3.2	3.5
I55 Accommodation	3.0	2.6	2.5	1.7	1.8
I56 Food & Beverage Services	4.3	3.8	3.8	3.5	3.9
J58-63 INFORMATION AND COMMUNICATIONS	1.8	1.7	1.6	1.5	1.6
J58-61 Telecommunications, Broadcasting & Publishing	1.5	1.4	1.2	1.1	1.1
J62-63 IT & Other Information Services	2.0	1.9	1.8	1.8	1.9
K64-66 FINANCIAL AND INSURANCE SERVICES	1.3	1.2	1.3	1.2	1.3
K64 & 66 (excl.662) Financial Services	1.2	1.2	1.2	1.1	1.2
K65 & 662 Insurance Services	1.7	1.6	1.6	1.6	1.5
L68 REAL ESTATE SERVICES	3.1	2.9	2.8	2.6	2.6
M69-75 PROFESSIONAL SERVICES	1.8	1.6	1.6	1.5	1.6
M69-70 Legal, Accounting & Management Services	1.8	1.7	1.6	1.7	1.5
M71 Architectural & Engineering Services	1.6	1.5	1.5	1.4	1.6
Other Professional Services	2.1	1.6	1.5	1.4	1.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.4	3.5	3.6	3.3	3.6
N80 Security & Investigation	3.1	2.8	3.0	2.8	3.0
N81 Cleaning & Landscaping	4.2	4.1	4.3	3.8	4.3
Other Administrative & Support Services	2.9	3.3	3.3	3.2	3.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.1	1.0	1.0	0.8	0.8
O84,P85 Public Administration & Education	0.6	0.7	0.6	0.5	0.5
Q86-88 Health & Social Services	1.2	1.1	1.1	0.9	0.9
R90-93 Arts, Entertainment & Recreation	2.2	1.6	1.6	1.6	1.3
S,T,U Other Community, Social & Personal Services	1.9	1.9	1.8	1.6	2.0
A,B,D,E,V OTHERS*	1.4	1.2	1.4	1.1	1.0
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.3	1.2	1.2	1.0	1.1
Clerical, Sales & Service Workers	2.8	2.7	2.6	2.3	2.4
Production & Transport Operators, Cleaners & Labourers	2.1	2.1	2.2	1.9	2.1

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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, 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	2.1	1.8	1.5	1.2	3.1	2.6	2.4	2.2
C10-32 MANUFACTURING	1.8	1.5	1.3	1.0	2.5	2.0	2.1	1.9
C10-12 Food, Beverages & Tobacco	2.9	2.5	1.6	1.4	4.0	3.3	2.9	2.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.7	1.1	1.1	2.0	1.7	2.3	2.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	0.8	1.4	0.7	1.4	1.5	1.4	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.4	1.2	1.7	1.6	1.8	1.8
C26 Electronic, Computer & Optical Products	2.5	1.5	1.5	1.1	1.7	1.0	3.8	2.2
C29-30 Transport Equipment	1.2	1.4	0.9	0.8	1.9	1.2	1.2	1.8
Other Manufacturing Industries	1.6	1.3	1.5	1.1	1.9	2.0	1.6	1.3
F41-43 CONSTRUCTION	1.7	1.8	1.6	1.6	1.7	1.8	1.7	1.8
G-U SERVICES	2.3	1.9	1.6	1.2	3.2	2.7	3.2	2.8
G46-47 WHOLESALE AND RETAIL TRADE	2.4	2.0	1.5	1.2	3.5	3.0	2.2	2.0
G46 Wholesale Trade	1.8	1.6	1.5	1.2	2.5	2.2	2.0	1.9
G47 Retail Trade	3.5	3.0	1.8	1.6	4.2	3.6	3.2	2.5
H49-53 TRANSPORTATION AND STORAGE	1.7	1.3	1.4	1.1	1.6	1.3	2.0	1.5
H49,5221 Land Transport & Supporting Services	1.6	1.3	1.3	0.9	2.0	1.8	1.7	1.2
H50,5222, 5225 Water Transport & Supporting Services	1.6	1.0	1.4	1.0	1.6	1.3	1.8	0.9
H51,5223 Air Transport & Supporting Services	1.1	0.9	1.0	0.6	1.0	0.9	1.9	1.5
Other Transportation & Storage Services	2.3	1.9	1.7	1.4	2.5	1.9	2.6	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	3.8	3.6	2.1	2.2	4.4	4.1	3.5	3.3
I55 Accommodation	2.8	2.5	2.3	2.4	3.1	2.6	2.8	2.7
I56 Food & Beverage Services	4.0	3.8	2.0	2.1	4.6	4.4	3.7	3.6
J58-63 INFORMATION AND COMMUNICATIONS	2.0	1.6	1.9	1.5	3.0	2.3	2.9	2.8
J58-61 Telecommunications, Broadcasting & Publishing	1.6	1.2	1.3	1.0	3.1	2.2	3.3	2.9
J62-63 IT & Other Information Services	2.3	1.8	2.2	1.7	2.9	2.5	2.7	2.7
K64-66 FINANCIAL AND INSURANCE SERVICES	1.8	1.3	1.8	1.2	2.5	2.0	1.1	0.9
K64 & 66 (excl.662) Financial Services	1.8	1.2	1.7	1.2	2.5	1.9	1.1	0.8
K65 & 662 Insurance Services	2.3	1.6	2.2	1.5	2.6	2.2	0.7	1.3
L68 REAL ESTATE SERVICES	3.5	2.8	1.7	1.3	3.2	2.7	5.1	4.3
M69-75 PROFESSIONAL SERVICES	2.0	1.6	1.9	1.5	2.4	2.0	2.2	1.6
M69-70 Legal, Accounting & Management Services	2.1	1.6	2.0	1.5	2.6	2.1	1.9	1.6
M71 Architectural & Engineering Services	1.9	1.5	1.7	1.4	1.6	1.9	2.3	1.7
Other Professional Services	1.8	1.5	1.8	1.5	2.5	1.8	1.4	0.9
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.6	3.6	3.7	2.1	4.7	3.2	5.0	4.5
N80 Security & Investigation	3.7	3.0	3.9	2.0	3.8	3.2	1.7	1.2
N81 Cleaning & Landscaping	4.6	4.3	1.8	1.3	3.2	2.2	4.9	4.6
Other Administrative & Support Services	5.6	3.3	4.0	2.2	8.5	3.9	5.8	4.5
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.3	1.0	1.1	0.8	1.9	1.5	1.9	1.6
O84,P85 Public Administration & Education	1.0	0.6	0.9	0.6	1.5	1.0	1.5	0.9
Q86-88 Health & Social Services	1.6	1.1	1.4	0.9	2.0	1.4	2.1	1.5
R90-93 Arts, Entertainment & Recreation	1.8	1.6	1.7	1.3	1.9	1.7	1.7	1.5
S,T,U Other Community, Social & Personal Services	2.0	1.8	1.6	1.2	2.5	2.3	2.2	2.3
A,B,D,E,V OTHERS*	1.4	1.4	0.7	0.6	1.6	1.3	2.6	3.0

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)		2015	2016	2017	2016	2017			
					Dec	Mar	Jun	Sep	Dec
	TOTAL	45.6	45.5	45.1	45.3	45.2	45.2	45.1	45.0
C10-32	MANUFACTURING	49.3	48.9	48.5	48.5	48.5	48.7	48.3	48.4
C10-12	Food, Beverages & Tobacco	46.6	46.6	46.4	47.0	46.4	46.9	46.3	46.0
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.5	48.5	48.6	49.1	48.6	48.7	49.0	48.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.4	44.9	44.4	44.8	44.4	44.6	44.2	44.3
C25,28	Fabricated Metal Products, Machinery & Equipment	51.0	50.3	49.9	49.9	50.2	49.9	49.6	49.9
C26	Electronic, Computer & Optical Products	46.4	47.0	46.9	47.2	46.7	46.7	47.0	47.3
C29-30	Transport Equipment	52.7	51.3	50.8	49.6	50.6	51.5	50.3	50.9
	Other Manufacturing Industries	48.5	48.7	48.5	49.0	48.3	48.8	48.4	48.3
F41-43	CONSTRUCTION	52.1	52.0	50.8	51.4	51.0	50.8	50.8	50.5
G-U	SERVICES	43.1	43.2	43.1	43.2	43.2	43.1	43.1	42.9
G46-47	WHOLESALE AND RETAIL TRADE	43.0	42.7	42.8	42.8	42.8	42.8	42.7	43.0
G46	Wholesale Trade	43.4	43.0	43.2	43.1	43.0	43.0	43.0	43.6
G47	Retail Trade	42.1	42.1	42.1	42.1	42.3	42.3	42.1	41.7
H49-53	TRANSPORTATION AND STORAGE	45.7	45.9	45.5	45.7	45.4	45.5	45.8	45.5
H49,5221	Land Transport & Supporting Services	46.0	45.9	45.4	45.5	45.6	45.3	45.5	45.0
H50,5222,5225	Water Transport & Supporting Services	44.3	44.7	44.4	44.3	44.0	44.6	44.6	44.2
H51,5223	Air Transport & Supporting Services	45.2	45.7	45.1	46.1	45.0	45.0	45.8	44.8
	Other Transportation & Storage Services	47.1	46.9	46.9	46.7	46.5	46.8	46.9	47.5
I55-56	ACCOMMODATION AND FOOD SERVICES	41.5	42.0	42.1	42.1	42.6	41.9	42.0	42.0
I55	Accommodation	46.4	46.2	46.1	46.4	46.2	45.9	46.2	46.1
I56	Food & Beverage Services	40.4	41.1	41.2	41.0	41.7	41.0	41.0	41.1
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.4	41.4	41.4	41.5	41.4	41.4	41.6
J58-61	Telecommunications, Broadcasting & Publishing	41.9	41.7	41.6	41.7	41.7	41.5	41.5	41.7
J62-63	IT & Other Information Services	41.2	41.2	41.3	41.1	41.3	41.3	41.2	41.5
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.2	41.2	41.1	41.1	41.3	41.1
K64 & 66 (excl.662)	Financial Services	41.2	41.2	41.3	41.3	41.3	41.3	41.4	41.3
K65 & 662	Insurance Services	40.1	40.1	40.1	40.2	40.1	40.1	40.1	40.1
L68	REAL ESTATE SERVICES	44.8	45.0	44.8	44.5	44.7	45.0	45.1	44.4
M69-75	PROFESSIONAL SERVICES	42.9	43.3	43.1	43.2	43.1	43.2	43.2	42.9
M69-70	Legal, Accounting & Management Services	41.2	41.3	41.4	41.5	41.4	41.4	41.5	41.5
M71	Architectural & Engineering Services	45.6	46.5	46.1	45.9	46.1	46.4	46.0	45.9
	Other Professional Services	42.0	42.0	42.3	42.3	42.4	42.7	42.5	41.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.4	46.6	46.8	47.1	47.1	46.9	46.9	46.1
N80	Security & Investigation	50.5	51.2	52.3	52.9	52.6	52.2	51.8	52.4
N81	Cleaning & Landscaping	43.8	44.0	44.3	43.8	44.3	44.4	44.5	44.0
	Other Administrative & Support Services	45.3	45.0	44.6	45.2	44.7	44.5	44.8	44.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.1	41.9	42.1	42.0	41.9	41.9	41.8
O84,P85	Public Administration & Education	41.5	41.6	41.4	41.6	41.5	41.5	41.3	41.2
Q86-88	Health & Social Services	41.9	42.0	41.9	41.9	41.9	41.8	41.8	41.9
R90-93	Arts, Entertainment & Recreation	44.2	44.0	43.7	43.6	43.6	43.7	43.8	43.6
S,T,U	Other Community, Social & Personal Services	42.9	42.9	42.8	43.4	43.0	43.0	43.0	42.1
A,B,D,E,V	OTHERS*	45.6	45.7	45.5	45.7	45.4	45.4	45.7	45.5

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours							
Industry (SSIC 2010)		2015	2016	2017	2016	2017			
					Dec	Mar	Jun	Sep	Dec
TOTAL		3.4	3.3	3.0	3.1	3.0	3.0	3.0	2.9
C10-32	MANUFACTURING	6.3	5.9	5.6	5.4	5.5	5.8	5.5	5.7
C10-12	Food, Beverages & Tobacco	4.0	4.0	4.0	4.1	3.9	4.2	3.9	3.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.4	5.2	5.3	5.8	5.2	5.4	5.7	5.0
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.6	2.7	2.5	2.7	2.4	2.5	2.4	2.5
C25,28	Fabricated Metal Products, Machinery & Equipment	7.6	6.8	6.6	6.4	6.9	6.6	6.3	6.7
C26	Electronic, Computer & Optical Products	4.3	4.7	4.6	4.6	4.2	4.4	4.6	5.2
C29-30	Transport Equipment	9.0	7.7	7.3	6.1	7.1	8.0	6.8	7.4
	Other Manufacturing Industries	5.9	6.1	6.0	6.2	5.8	6.4	6.1	5.7
F41-43	CONSTRUCTION	7.6	7.7	6.6	7.1	6.9	6.6	6.6	6.5
G-U	SERVICES	1.6	1.6	1.5	1.6	1.5	1.6	1.6	1.5
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.5	1.5	1.5	1.5	1.5	1.5	1.7
G46	Wholesale Trade	1.8	1.4	1.5	1.5	1.4	1.4	1.5	1.7
G47	Retail Trade	1.8	1.7	1.7	1.6	1.6	1.7	1.7	1.7
H49-53	TRANSPORTATION AND STORAGE	2.9	2.9	2.6	2.7	2.4	2.6	2.8	2.6
H49,5221	Land Transport & Supporting Services	3.3	3.2	2.8	2.9	3.0	2.8	2.8	2.7
H50,5222,5225	Water Transport & Supporting Services	1.7	2.0	1.6	1.5	1.4	1.8	1.7	1.6
H51,5223	Air Transport & Supporting Services	2.1	2.6	2.0	2.9	1.7	1.8	2.7	1.7
	Other Transportation & Storage Services	4.1	3.8	3.7	3.5	3.4	3.6	3.8	4.1
I55-56	ACCOMMODATION AND FOOD SERVICES	1.8	1.8	2.0	1.9	2.0	1.9	2.1	2.0
I55	Accommodation	2.6	2.4	2.4	2.6	2.4	2.3	2.5	2.5
I56	Food & Beverage Services	1.6	1.7	1.9	1.8	1.9	1.8	2.0	1.8
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.3	0.3	0.3	0.3	0.3	0.3	0.3
J58-61	Telecommunications, Broadcasting & Publishing	0.7	0.5	0.4	0.4	0.4	0.4	0.4	0.5
J62-63	IT & Other Information Services	0.2	0.2	0.2	0.2	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	0.3	0.2
K65 & 662	Insurance Services	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
L68	REAL ESTATE SERVICES	2.3	2.4	2.2	2.1	2.1	2.4	2.4	1.9
M69-75	PROFESSIONAL SERVICES	1.4	1.6	1.5	1.5	1.5	1.6	1.5	1.3
M69-70	Legal, Accounting & Management Services	0.5	0.5	0.5	0.5	0.5	0.4	0.5	0.5
M71	Architectural & Engineering Services	2.9	3.6	3.3	3.2	3.4	3.6	3.2	3.1
	Other Professional Services	0.7	0.6	0.8	0.6	0.7	0.9	1.0	0.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.4	4.6	4.7	4.7	4.9	4.8	4.7	4.3
N80	Security & Investigation	9.1	9.3	9.8	9.9	9.9	9.7	9.2	10.3
N81	Cleaning & Landscaping	1.8	2.0	2.4	1.9	2.3	2.4	2.4	2.3
	Other Administrative & Support Services	2.8	3.0	2.7	2.8	2.8	2.6	2.8	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.5	0.4	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	0.4	0.4	0.4	0.4	0.4	0.3	0.4
R90-93	Arts, Entertainment & Recreation	1.5	1.4	1.2	1.2	1.1	1.2	1.3	1.3
S,T,U	Other Community, Social & Personal Services	1.5	1.0	1.1	1.2	1.1	1.2	1.1	1.1
A,B,D,E,V	OTHERS*	3.0	3.1	3.0	3.1	2.9	2.9	3.2	2.9

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

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

Notes :

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

9.1 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (INCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2007 - 2017

(June)

Mid-Year	Median (50th Percentile)	20th Percentile
	Level (Dollars)	
2007	2,449	1,300
2008	2,748	1,400
2009	2,748	1,468
2010	2,887	1,500
2011	3,070	1,617
2012	3,248	1,647
2013	3,480	1,800
2014	3,566	1,856
2015	3,798	1,965
2016	3,823	2,021
2017	4,050	2,095
	Nominal Change (Per Cent Per Annum)	
2007 - 2017	5.2	4.9
2007 - 2012	5.8	4.8
2012 - 2017	4.5	4.9
	Real* Change (Per Cent Per Annum)	
2007 - 2017	2.9	2.6
2007 - 2012	1.8	0.9
2012 - 2017	3.9	4.3

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

Notes :

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

9.2 INCOME FROM WORK

GROSS MONTHLY INCOME FROM WORK (EXCLUDING EMPLOYER CPF) OF FULL-TIME EMPLOYED SINGAPORE CITIZENS, 2007 - 2017
(June)

Mid-Year	Median (50th Percentile)	20th Percentile
	Level (Dollars)	
2007	2,167	1,200
2008	2,492	1,300
2009	2,500	1,300
2010	2,588	1,400
2011	2,708	1,500
2012	2,925	1,500
2013	3,052	1,613
2014	3,179	1,639
2015	3,250	1,733
2016	3,375	1,836
2017	3,500	1,900
	Nominal Change (Per Cent Per Annum)	
2007 - 2017	4.9	4.7
2007 - 2012	6.2	4.6
2012 - 2017	3.7	4.8
	Real* Change (Per Cent Per Annum)	
2007 - 2017	2.6	2.4
2007 - 2012	2.2	0.6
2012 - 2017	3.1	4.2

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

Notes :

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

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.

Income from Work

Source

Comprehensive Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

When analysing how workers' income has changed over time, it is more meaningful to focus on workers in full-time employment. This will avoid clouding the income trends with the changing mix of full-timers and part-timers among employed persons, as part-time work involves shorter working hours and correspondingly lower income. Moreover, full-timers form the bulk of workers in Singapore. Year-on-year income growth may fluctuate and should be examined against longer-term growth trends (e.g. 5 or 10 years). This also reflects the underlying changes in the mix of workers, e.g. entry and exit of workers and demographic profile.

Data on the real change in income from work enables users to study the trends in income growth after adjusting for inflation, as changes in price of consumer goods and services over time affect the purchasing power of individuals. To adjust for inflation, we use the Consumer Price Index (CPI) for all items.

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Dec 17	58,200	3,100	5.3%	52,100	64,200
Resident Unemployment Rate	Dec 17	2.5	0.13%-pt	5.3%	2.2%	2.8%
JOB VACANCY						
Job Vacancy Number	Dec 17	46,600	600	1.3%	45,400	47,900
Job Vacancy Rate	Dec 17	2.3%	0.03%-pt	1.3%	2.2%	2.3%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 17	2.1%	0.02%-pt	0.9%	2.0%	2.1%
Average Monthly Resignation Rate	4Q 17	1.7%	0.02%-pt	1.1%	1.7%	1.7%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 17	2.9	0.03	1.1%	2.9	3.0

Note: Data are non-seasonally adjusted.

FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT 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"/>
b) Providing useful insights on prevailing labour market trends/development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Which area(s) of the report do you find most useful? Please provide reasons.

3. How do you find the length of the report?

Too detailed Just right Too brief

4. Overall, how would you rate this publication?

	Excellent	Good	Average	Poor
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

6. Any other comments or suggestions you wish to bring to our attention?

Thank you for your valuable feedback

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Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
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Fax : 6317 1804
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