

Labour Market Report

First Quarter

2018



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

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LABOUR MARKET REPORT FIRST QUARTER 2018

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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

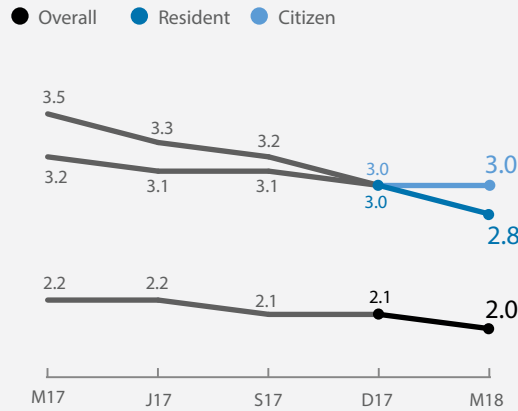
BLS	: Bureau of Labor Statistics
CPF	: Central Provident Fund
excl	: Excluding
FDW	: Foreign domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals, Managers, Executives & Technicians
SSIC	: Singapore Standard Industrial Classification

Labour Market Report First Quarter 2018

Unemployment

Unemployment rate declined for residents and at the overall

Unemployment rate (%), seasonally adjusted



Unemployed persons



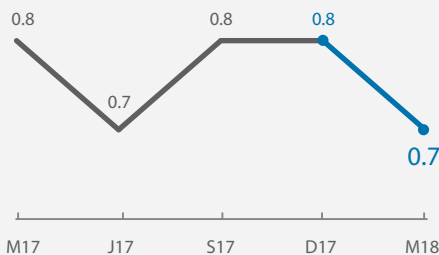
64,800 Residents
Mar 2018



57,600 Citizens
Mar 2018

Resident long-term unemployment rate edged down

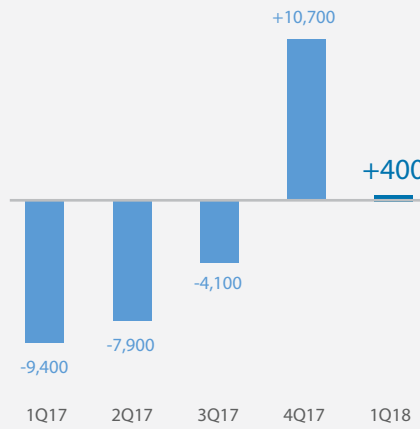
Resident long-term unemployment rate (%), seasonally adjusted



Employment

Total employment grew slightly

Employment change (Excluding foreign domestic workers)



Employment level (Excluding foreign domestic workers)

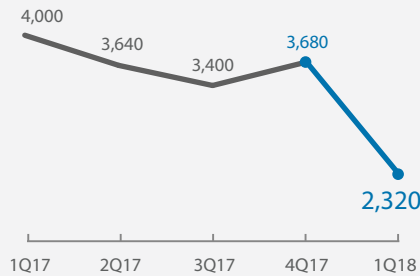


3,423,100
Mar 2018

Retrenchment

Retrenchments declined significantly

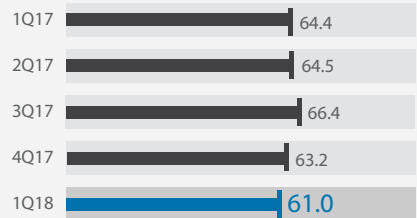
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment declined

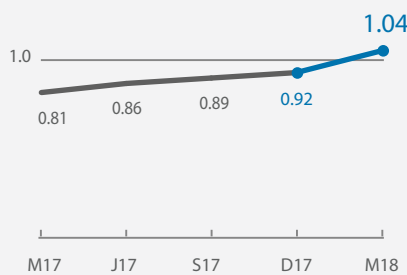
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Job vacancies to unemployed ratio rose above 1

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Recruitment and resignation rates broadly stable

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



HIGHLIGHTS

- The labour market continued to improve in the first quarter of 2018. Total employment grew slightly, compared to the decline in the same period a year ago. The number of retrenchments fell to a five-year low, and unemployment rate declined. Coupled with an increase in job vacancies, the ratio of job vacancies to unemployed persons rose above 1 for the first time since March 2016.
- The seasonally adjusted unemployment rate declined to a two-year low for the overall (from 2.1% in December 2017 to 2.0% in March 2018) and among residents (from 3.0% to 2.8%). For citizens, the rate was unchanged at 3.0%. The seasonally adjusted resident long-term unemployment rate edged down from 0.8% in December 2017 to 0.7% in March 2018, within the range observed in the last two years.
- Total employment grew by 3,700 in the first quarter of 2018. Excluding foreign domestic workers (FDW), total employment grew by 400. The increase came after the seasonal high in the previous quarter (10,700), and was a reversal from the decline in the same period a year ago (-9,400). Total employment growth in the first quarter of 2018 was supported by increases in services, which more than offset the decline in manufacturing and construction which mainly affected Work Permit Holders.
- There were 2,320 retrenchments in the first quarter of 2018, a decrease from the previous quarter (3,680) to a five-year low. The six-month re-entry rate among retrenched residents declined for the second consecutive quarter, to 61% in the first quarter of 2018.
- The seasonally adjusted job vacancies increased from 49,700 in December 2017 to 53,900 in March 2018. Coupled with fewer unemployed persons over the quarter, the seasonally adjusted ratio of job vacancies to unemployed persons improved from 92 job vacancies per 100 jobseekers in December 2017 to 104 in March 2018. This was the first time since March 2016 where there were more job openings than unemployed persons.

Overview

The labour market continued to improve in the first quarter of 2018. Total employment grew slightly, compared to the decline in the same period a year ago. The number of retrenchments fell to a five-year low, and unemployment rate declined. Coupled with an increase in job vacancies, the ratio of job vacancies to unemployed persons rose above 1 for the first time since March 2016.

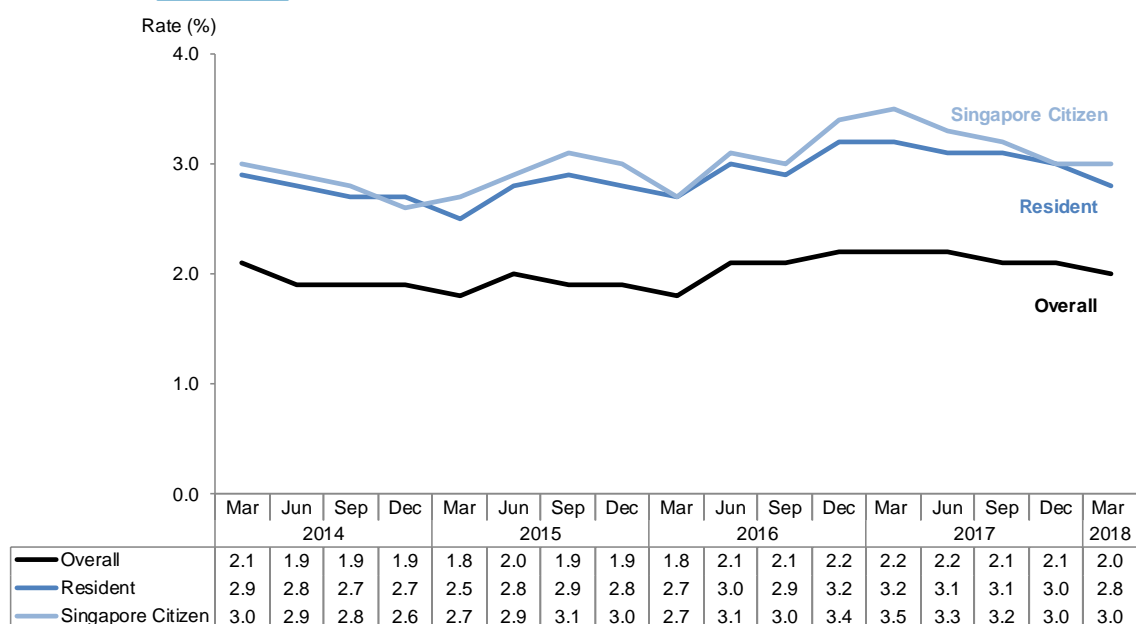
Unemployment

Unemployment rate declined for residents and at the overall

The seasonally adjusted unemployment rate declined to a two-year low for the overall (from 2.1% in December 2017 to 2.0% in March 2018) and among residents (from 3.0% to 2.8%). For citizens, the rate was unchanged at 3.0%.

64,800 residents, including 57,600 citizens, were unemployed in March 2018, lower than the levels in December 2017 (residents: 68,500, citizens: 58,600).¹

Chart 1 Unemployment Rate (Seasonally Adjusted)



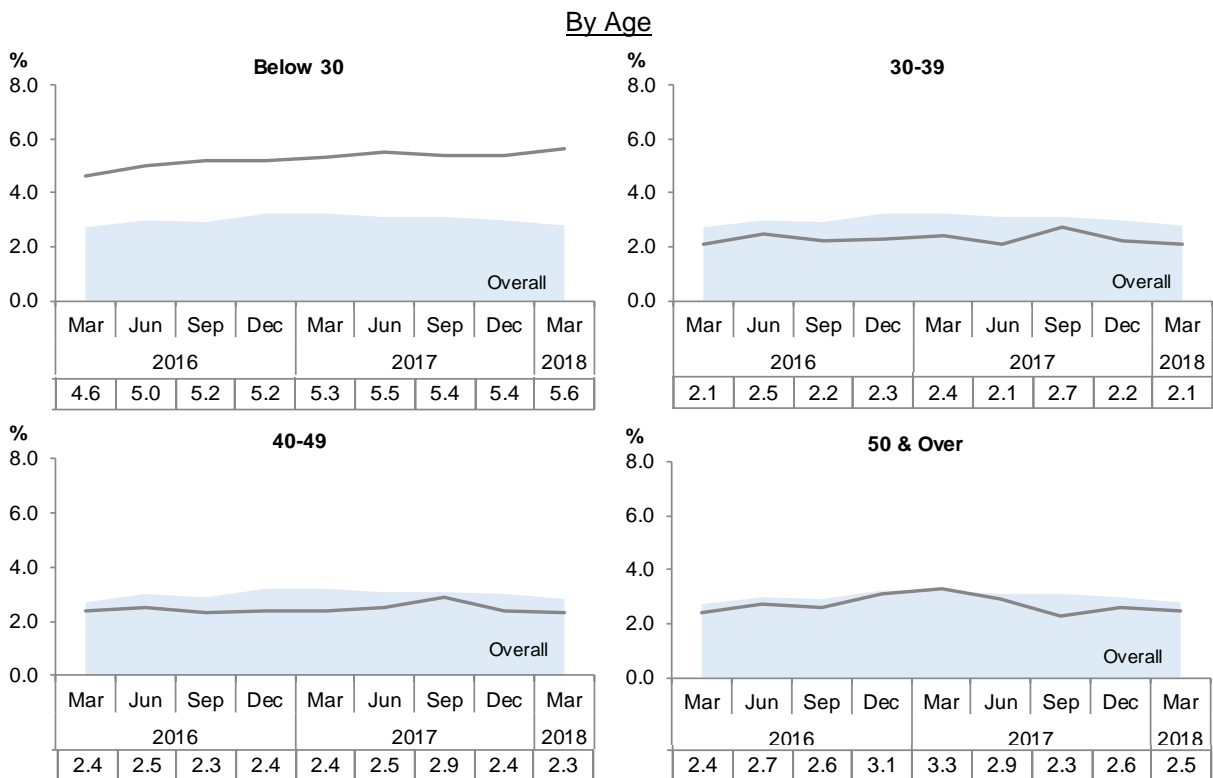
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

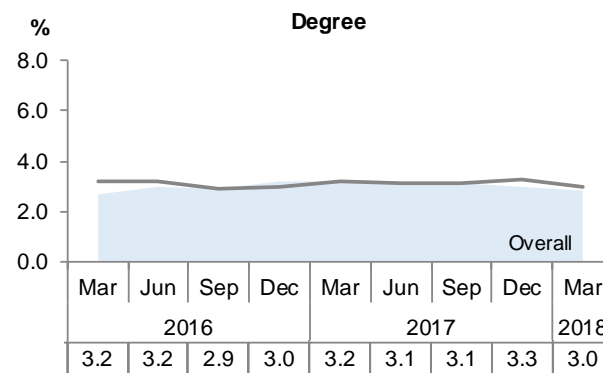
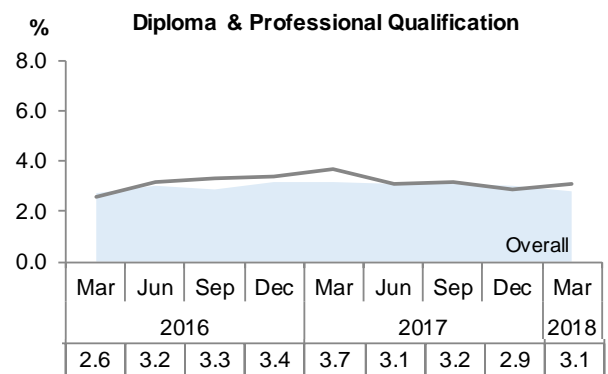
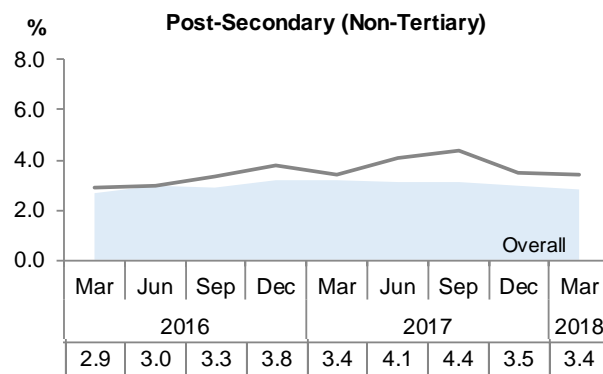
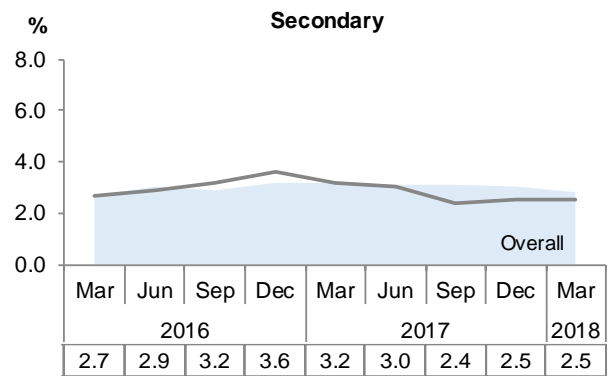
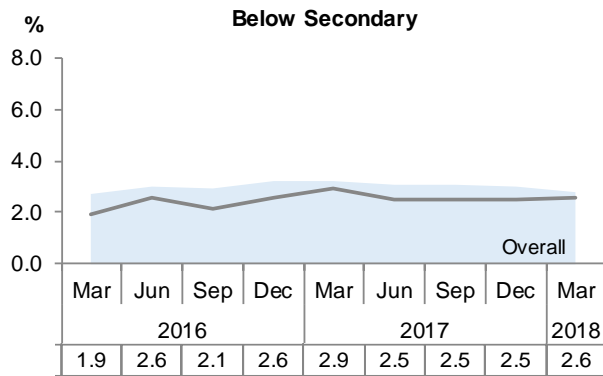
The improvement in unemployment rate was observed for residents aged 30 & over, as well as residents with post-secondary (non-tertiary) and degree qualifications. For residents with degree qualifications, the rate was at its lowest since December 2016.

The resident unemployment rate rose or remained unchanged for the other age and education groups. In particular, the unemployment rate for residents aged below 30 has trended higher in the last two years.

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



By Education

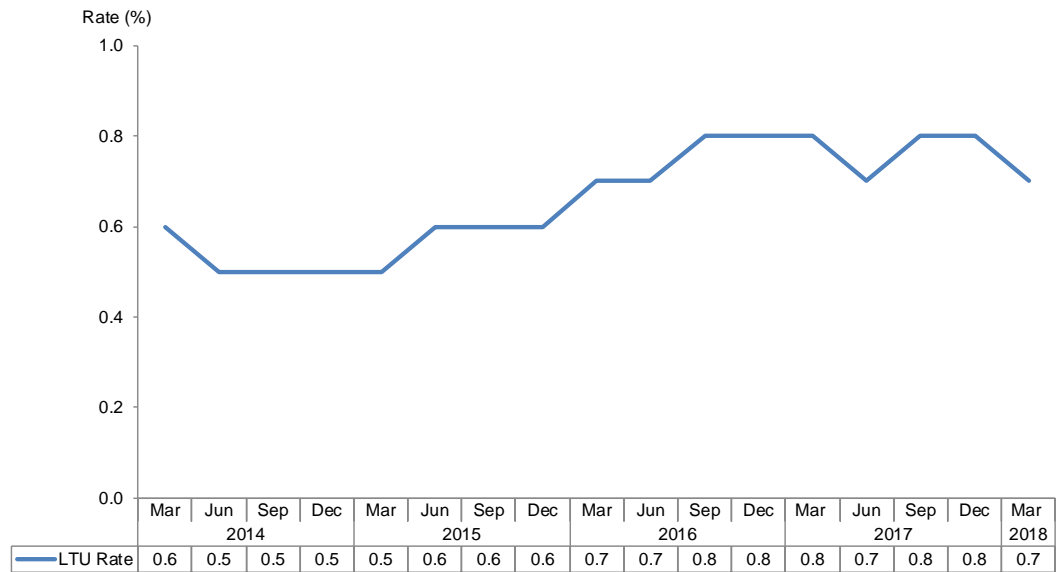


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Resident long-term unemployment rate edged down

The seasonally adjusted resident long-term unemployment rate edged down from 0.8% in December 2017 to 0.7% in March 2018, within the range observed in the last two years. While trends were mixed by age and education, the long-term unemployment rate of residents aged 50 & over, as well as those with degree qualifications, were higher than average. For residents aged 50 & over, the rate rose to 0.8%, after declining since the beginning of 2017.

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

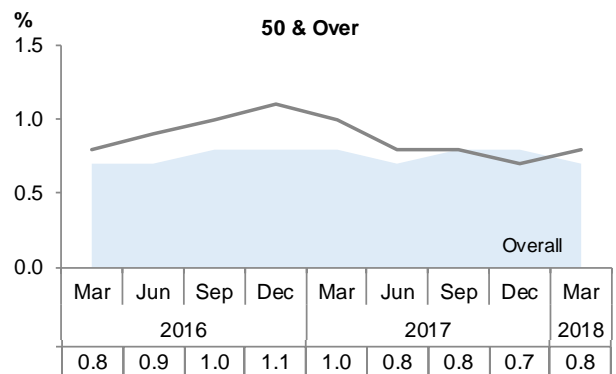
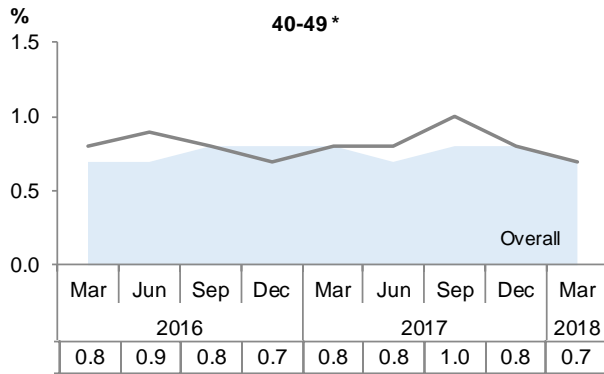
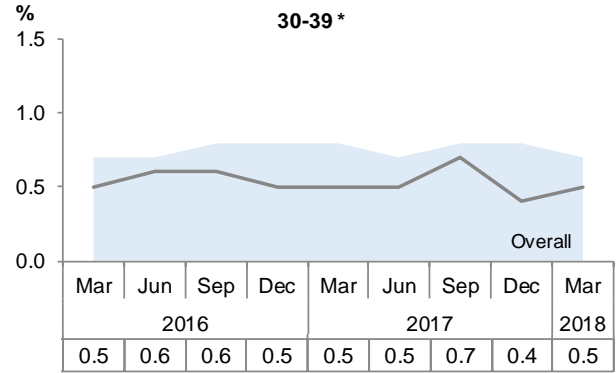
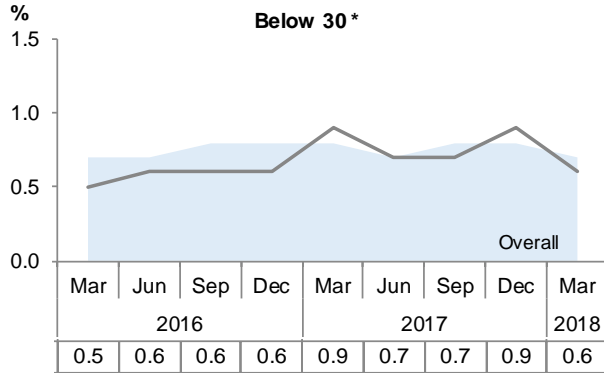


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

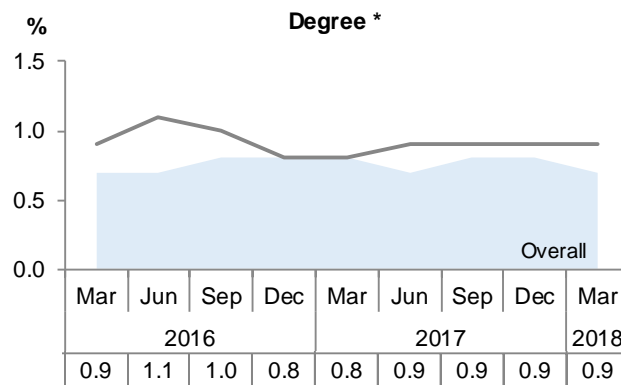
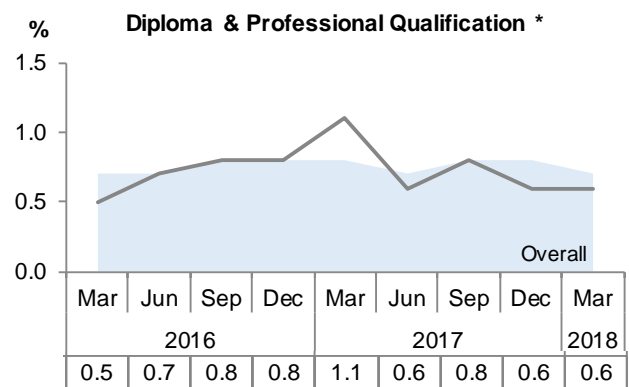
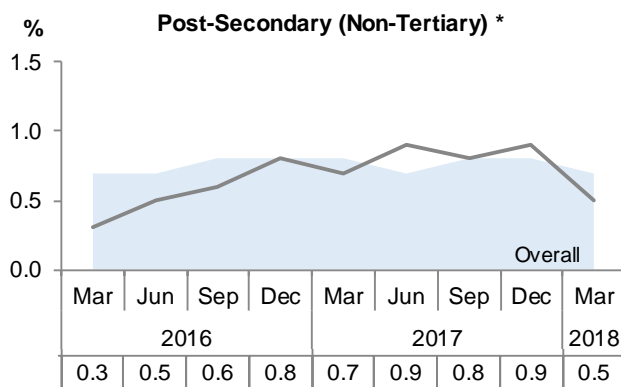
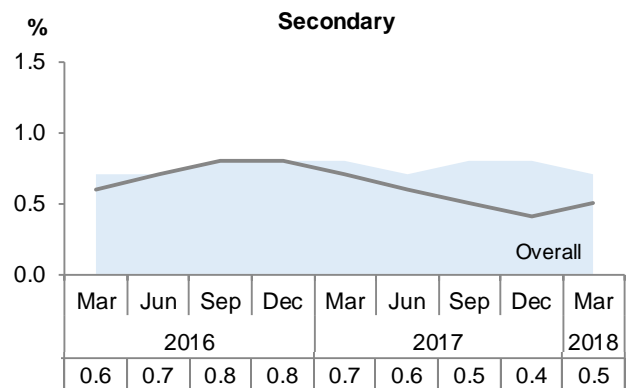
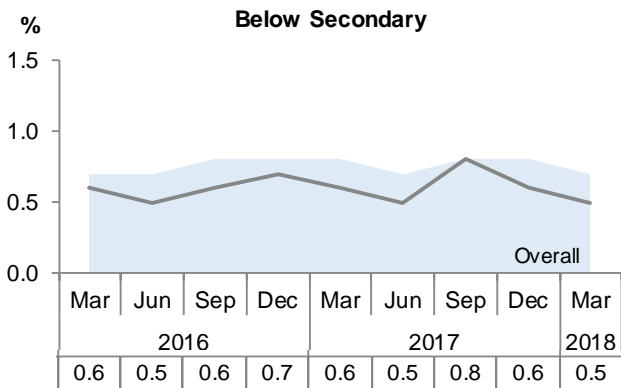
Note: Long-term unemployed refers to those unemployed for at least 25 weeks.

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

By Age



By Education



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

Notes:

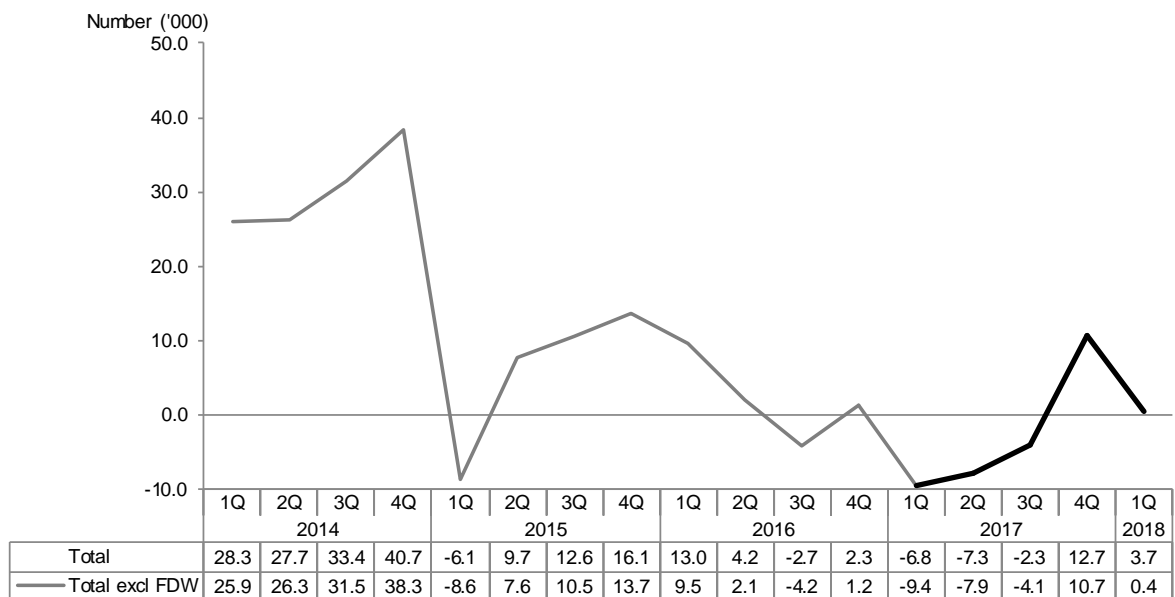
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) * These series are not seasonally adjusted because they have weak or no seasonality.

Employment

Total employment grew slightly

Total employment grew by 3,700 in the first quarter of 2018. Excluding foreign domestic workers (FDW), total employment grew by 400. The increase came after the seasonal high in the previous quarter (10,700), and was a reversal from the decline in the same period a year ago (-9,400).

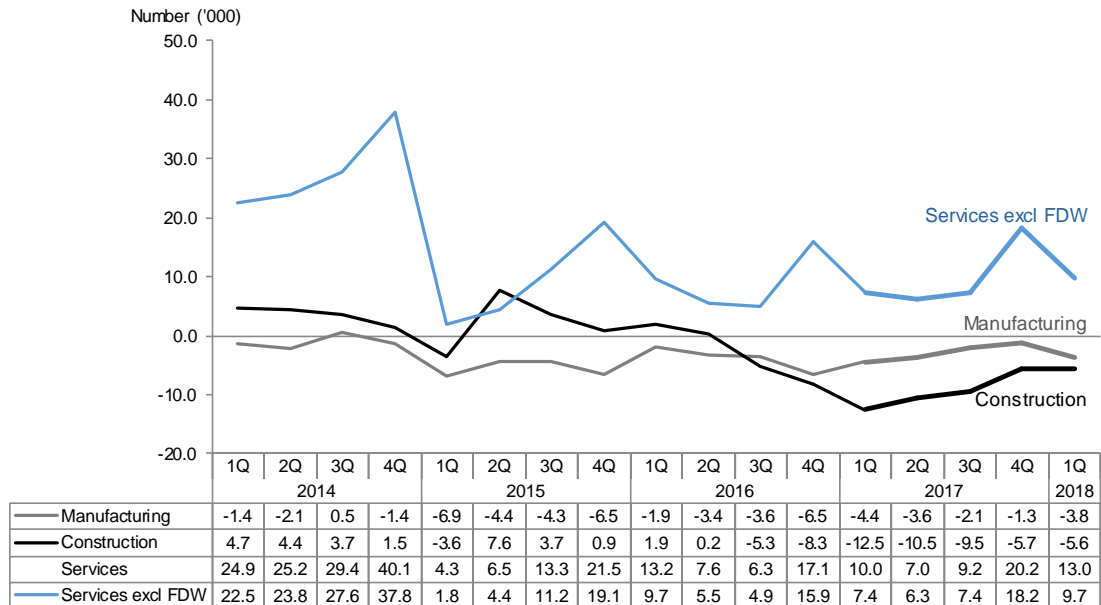
Chart 5 Employment Change



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 6 Employment Change By Sector

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

Notes:

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

Total employment growth in the first quarter of 2018 was supported by an increase in services (9,700 excluding FDW), led by community, social & personal services (3,900²), financial & insurance services (2,800), transportation & storage (2,300) and information & communications (1,800).

On the whole, the employment growth in services more than offset the decline in manufacturing and construction, which mainly affected Work Permit Holders. Manufacturing and construction saw employment contract by 3,800 and 5,600 respectively in the first quarter of 2018, though the decline was smaller than a year ago (-4,400 and -12,500 respectively).

² Mainly in public administration and health & social services.

Table 1 Total Employment Change By Industry

In Thousands

	Quarterly Change					Employment Level
	2017				2018	
	1Q	2Q	3Q	4Q	1Q	Mar 18
Total	-6.8	-7.3	-2.3	12.7	3.7	3,673.1
<i>Total (excl FDW)</i>	-9.4	-7.9	-4.1	10.7	0.4	3,423.1
Manufacturing	-4.4	-3.6	-2.1	-1.3	-3.8	484.4
Construction	-12.5	-10.5	-9.5	-5.7	-5.6	445.3
Services	10.0	7.0	9.2	20.2	13.0	2,716.5
<i>Services (excl FDW)</i>	7.4	6.3	7.4	18.2	9.7	2,466.4
Wholesale & Retail Trade	-3.4	-1.5	-0.5	4.7	-2.5	485.3
Transportation & Storage	0.5	1.7	0.3	3.4	2.3	250.4
Accommodation & Food Services	0.1	-0.5	1.2	2.7	-1.0	250.3
Information & Communications	1.2	1.0	0.9	0.8	1.8	133.9
Financial & Insurance Services	3.2	1.6	1.8	-0.4	2.8	212.3
Real Estate Services	0.7	-0.1	0.4	0.4	0.2	92.3
Professional Services	-0.7	0.2	1.1	0.8	0.8	239.3
Administrative & Support Services	1.7	2.7	0.4	3.7	1.5	233.1
Community, Social & Personal Services	6.7	1.8	3.5	4.0	7.2	819.6
<i>Community, Social & Personal Services (excl FDW)</i>	4.0	1.2	1.8	2.0	3.9	569.5
Others	0.2	-0.2	0.2	-0.5	-	26.9

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

Notes:

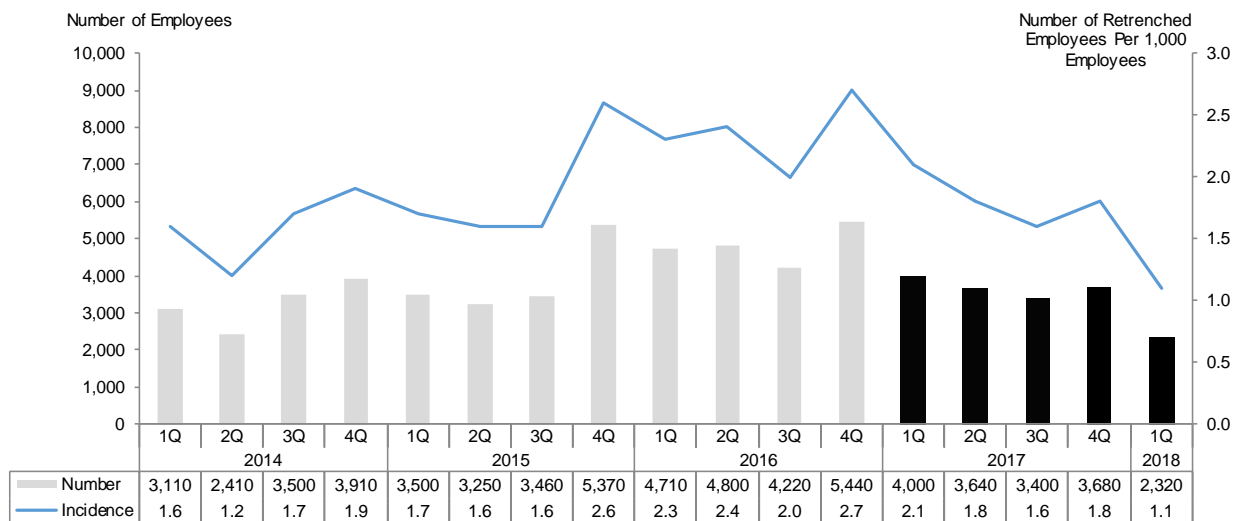
- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (3) Data may not add up to the total due to rounding.
- (4) - : nil or negligible
- (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.

Retrenchment

Retrenchments lower than previous quarter and a year ago

There were 2,320 retrenchments in the first quarter of 2018, lower than the previous quarter (3,680) and a year ago (4,000). The number of retrenchments was also the lowest since the first quarter of 2013 (2,120). The decline over the quarter was broad-based across industries. Services formed the bulk of the retrenchments (63%), mainly in wholesale trade, financial services, and professional services. Business restructuring and reorganisation continued to be the top reason cited for retrenchments in the first quarter of 2018.

Chart 7 Retrenchments

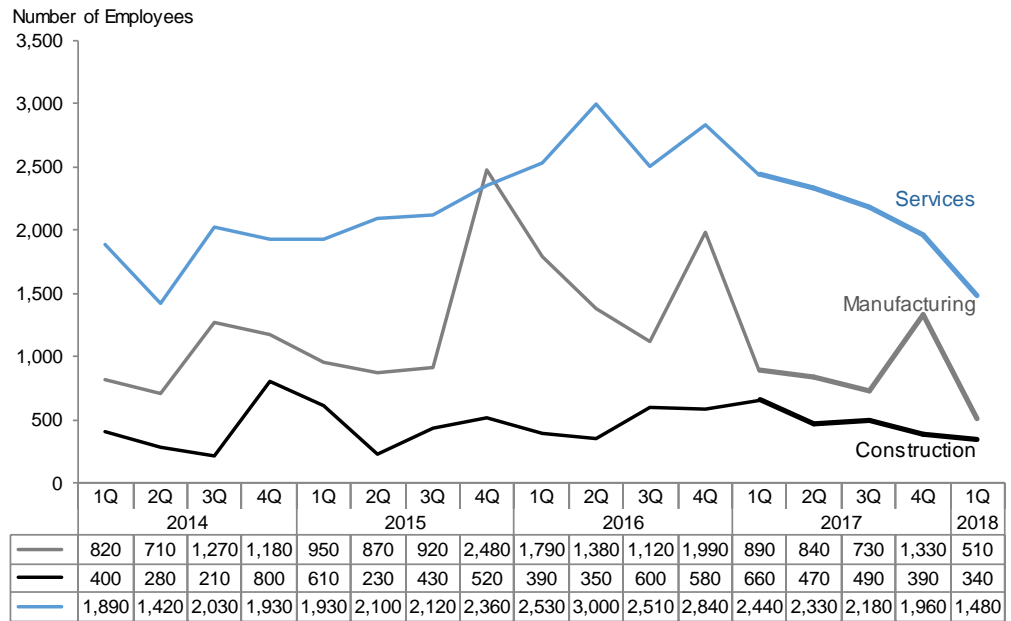


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 8 Retrenchments By Sector



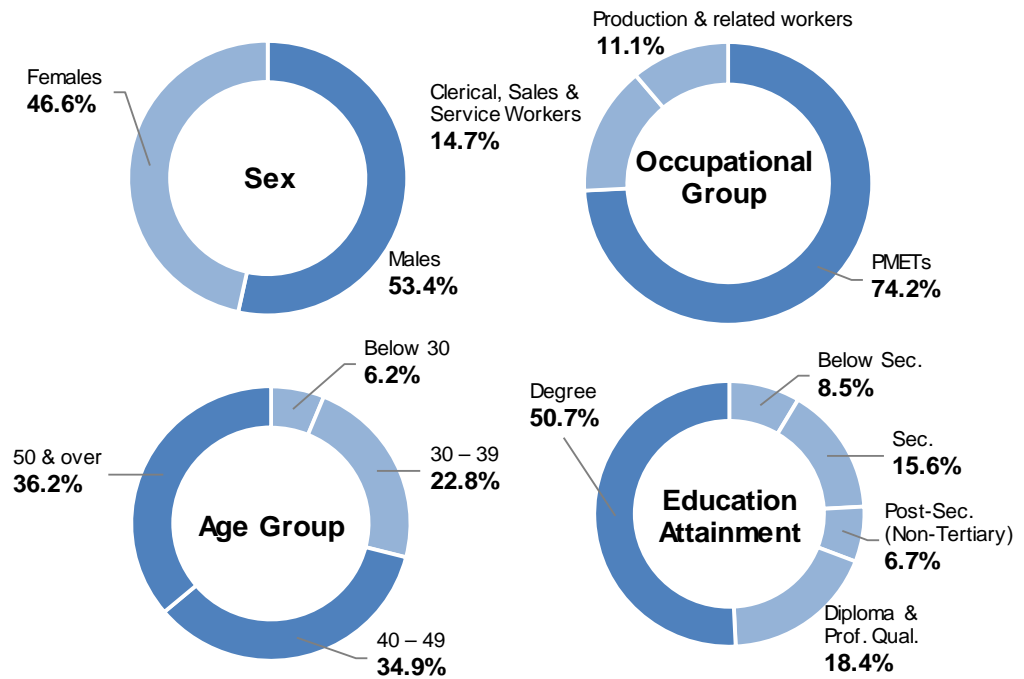
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

The majority (74%) of retrenched residents were professionals, managers, executives & technicians (PMETs). PMETs remained over-represented among all residents laid off, compared to their overall workforce composition.

Chart 9 Profile Of Retrenched Residents, First Quarter 2018



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

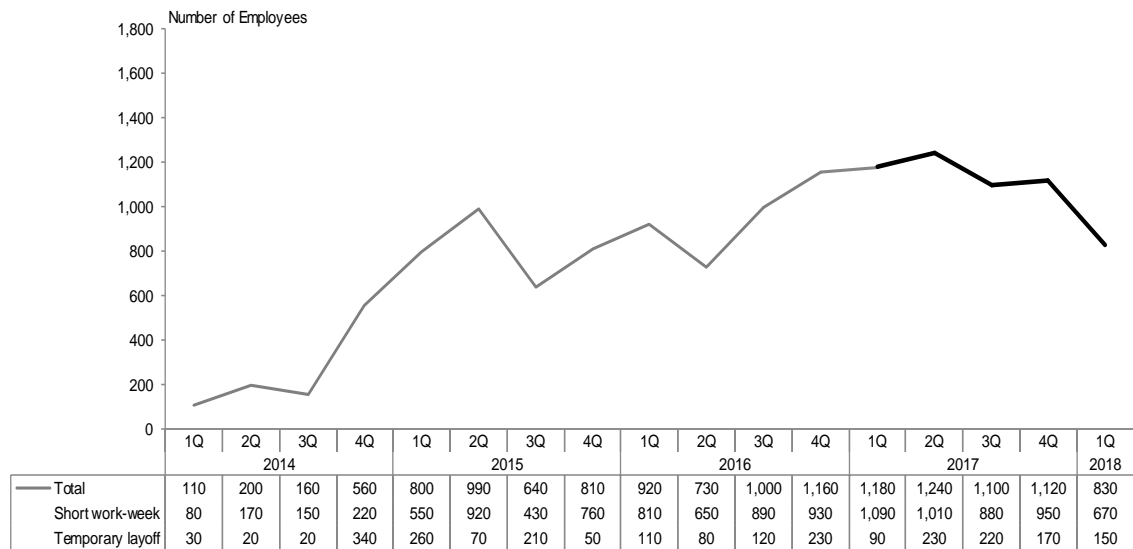
Notes:

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

Employees on short work-week/temporary layoff at seven quarter low

Fewer employees were placed on short work-week or temporary layoff in the first quarter of 2018 (830). This was a seven quarter low. Slightly less than half of these employees were from manufacturing (45%), followed by services (37%) and construction (18%). By occupation, most were production & related workers (47%) and PMETs (44%), and the remaining were clerical, sales & service workers (9.1%).

Chart 10 Number of Employees On Short Work-week Or Temporary Layoff



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

Notes:

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

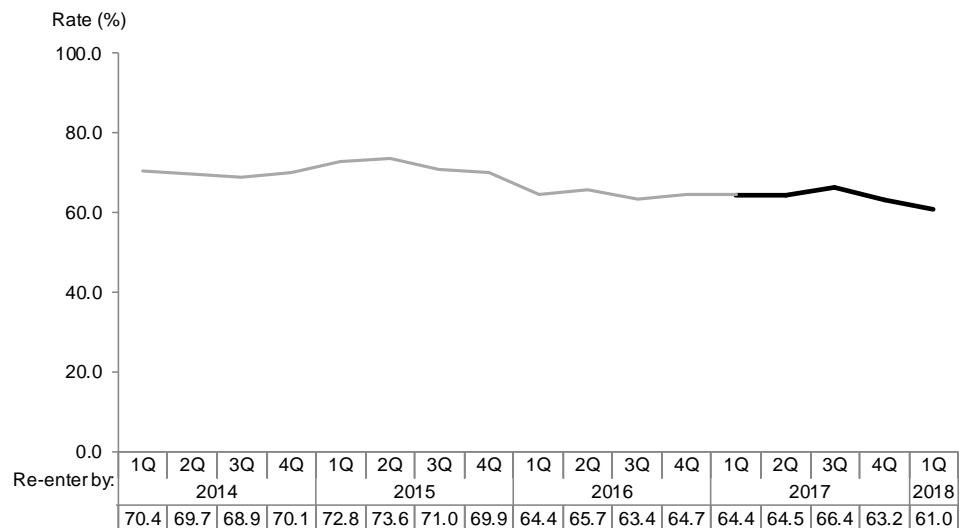
Re-entry Into Employment

Rate of re-entry into employment declined

The six-month re-entry rate among retrenched residents declined for the second consecutive quarter, to 61% in the first quarter of 2018.

The decline in re-entry rate was more notable among PMETs, residents with post-secondary (non-tertiary) and diploma & professional qualifications, as well as residents aged 30 to 39. On the other hand, residents aged below 30 and 50 & over, as well as those with secondary and below qualifications posted increases in re-entry rate over the quarter.

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

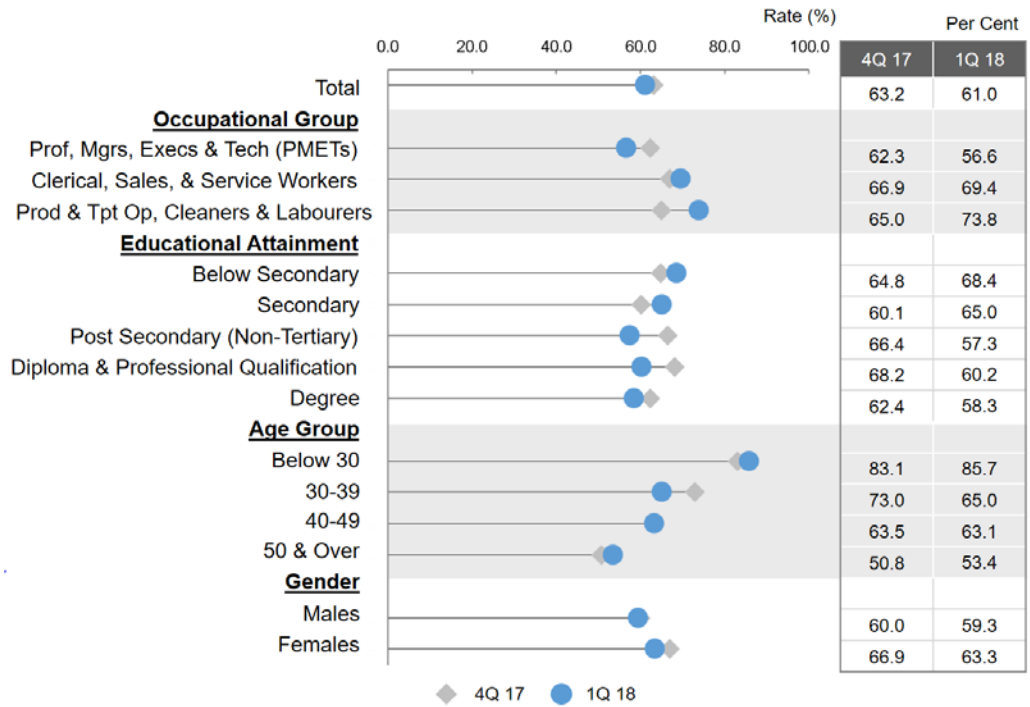


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

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 first quarter of 2018 refers to residents retrenched in third 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 12 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 fourth quarter of 2017/first quarter of 2018 for residents retrenched in the second/third quarter of 2017 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

Job Vacancy

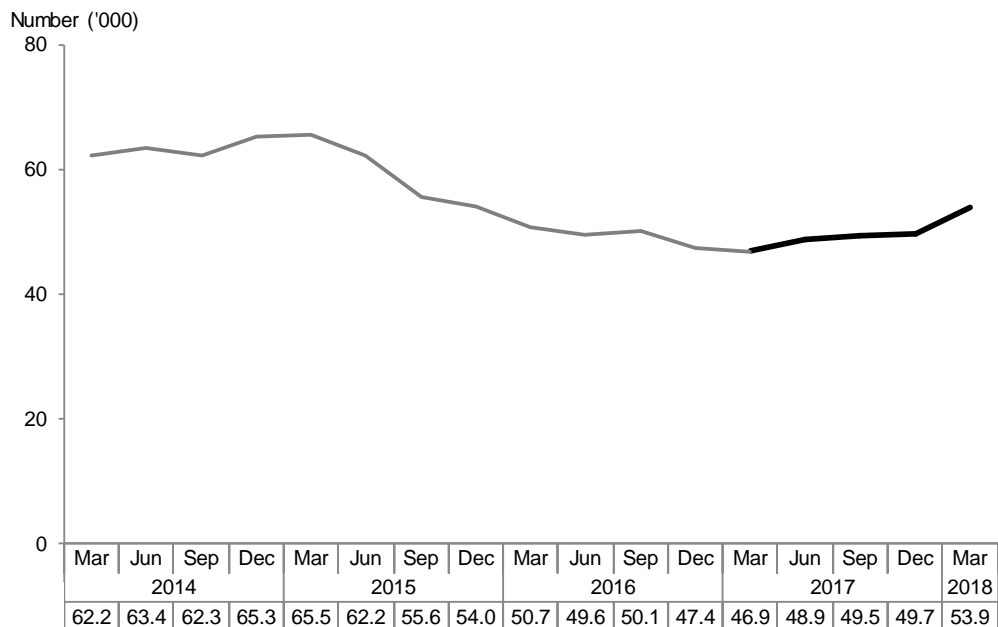
Job vacancies to unemployed ratio rose above 1 for the first time since March 2016

The seasonally adjusted job vacancies increased from 49,700 in December 2017 to 53,900 in March 2018, similar to the level observed in December 2015 (54,000). Coupled with fewer unemployed persons over the quarter, the seasonally adjusted ratio of job vacancies to unemployed persons improved from 92 job vacancies per 100 jobseekers in December 2017 to 104 in March 2018. This was the first time since March 2016 where there were more job openings than unemployed persons.

The increase in job vacancies over the year was driven by PMETs, mainly in information & communications (+1,200), electronics (+900), professional services (+800) and financial and insurance services (+800). Non-PMET openings also increased, mostly in transportation & storage and community, social & personal services (both +600).

In March 2018, 56% of the vacancies were for PMETs, followed by clerical, sales & service workers (23%) and production & related workers (21%).

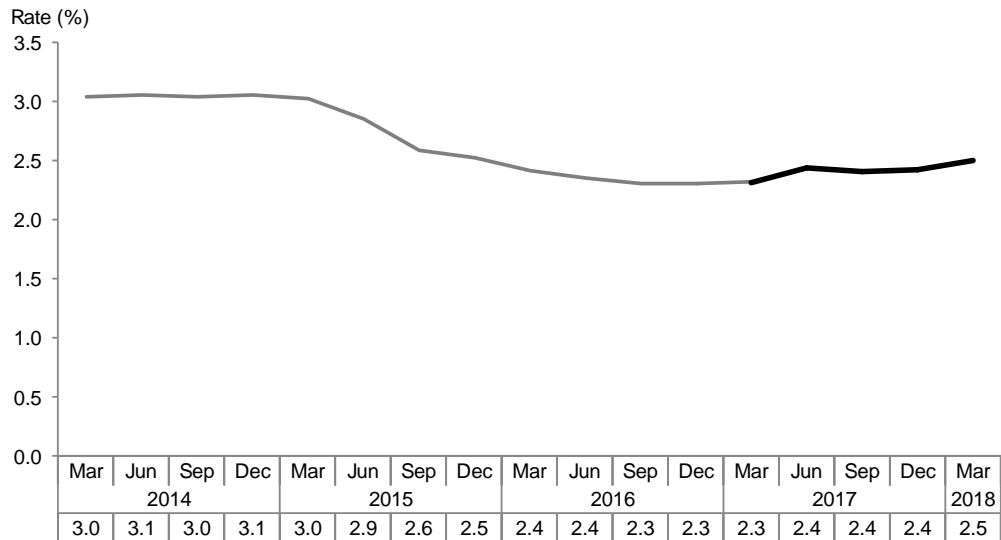
Chart 13 Job Vacancy (Seasonally Adjusted)



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.

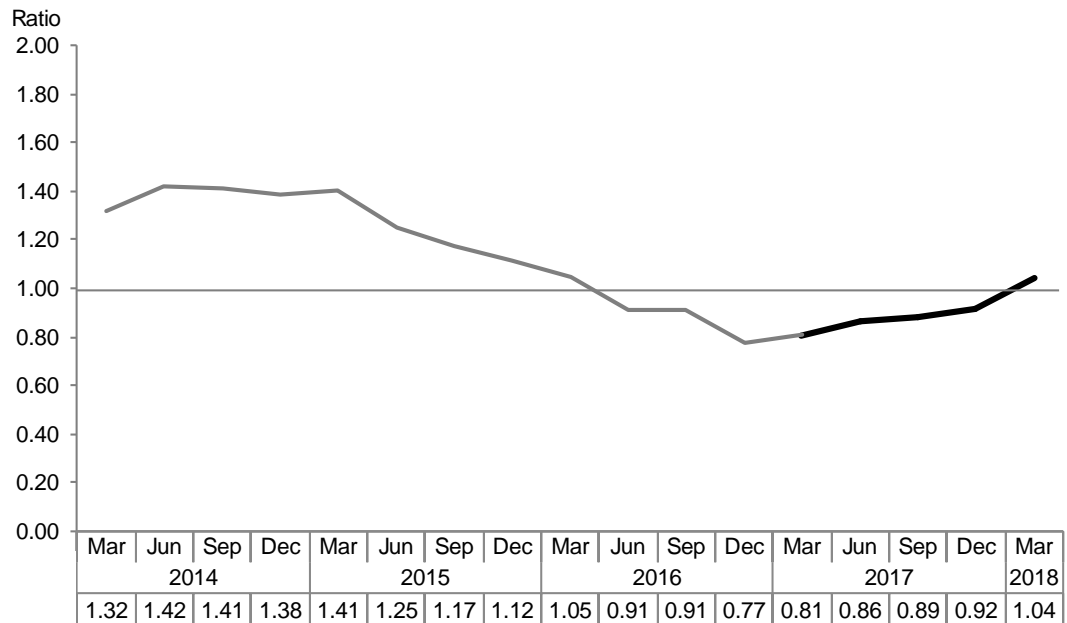
Chart 14 Job Vacancy Rate (Seasonally Adjusted)



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 15 Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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

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

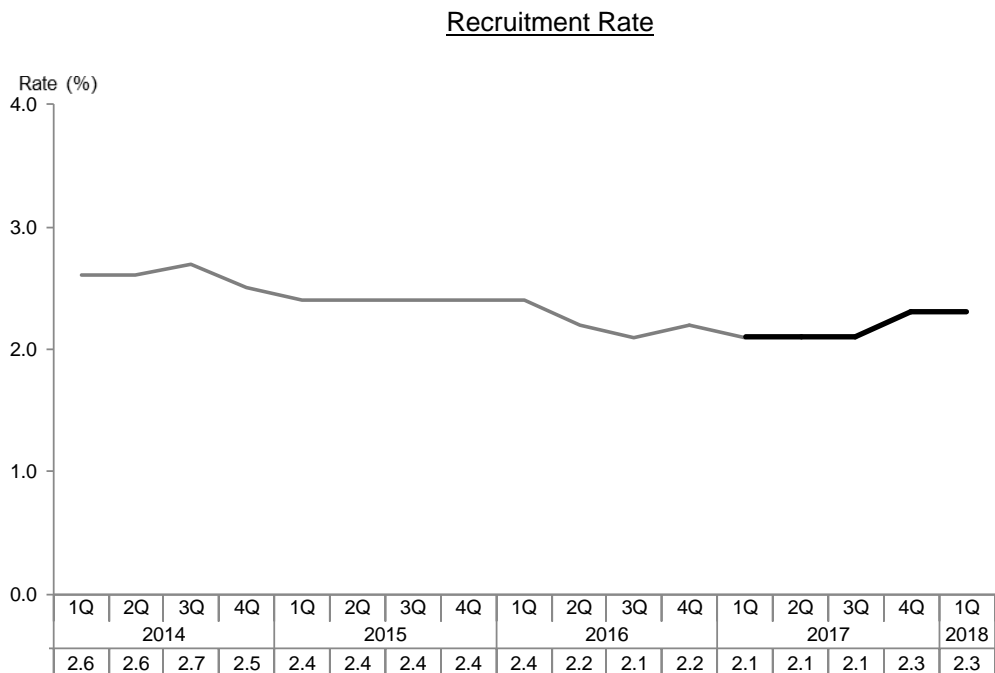
Labour Turnover

Recruitment and resignation rates broadly stable

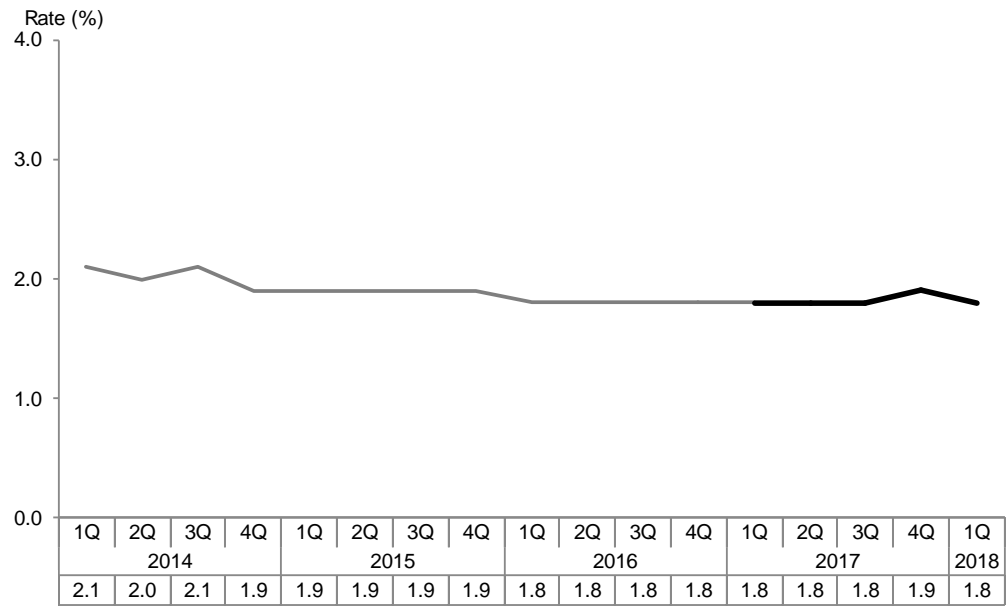
The seasonally adjusted recruitment rate was unchanged at 2.3% in the first quarter of 2018. Meanwhile, the resignation rate dipped over the quarter (1.9% to 1.8%).

Compared to a year ago, labour turnover patterns were mixed across industries. Turnover was notably higher in information & communications, professional services, retail trade and security & investigation, while accommodation & food services, insurance services and real estate services had sharper declines. By occupation, turnover rates rose among PMETs and clerical, sales & services workers, and were broadly similar for production & related workers.

Chart 16 Average Monthly Recruitment And Resignation Rates (Seasonally Adjusted)



Resignation Rate



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

Notes:

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

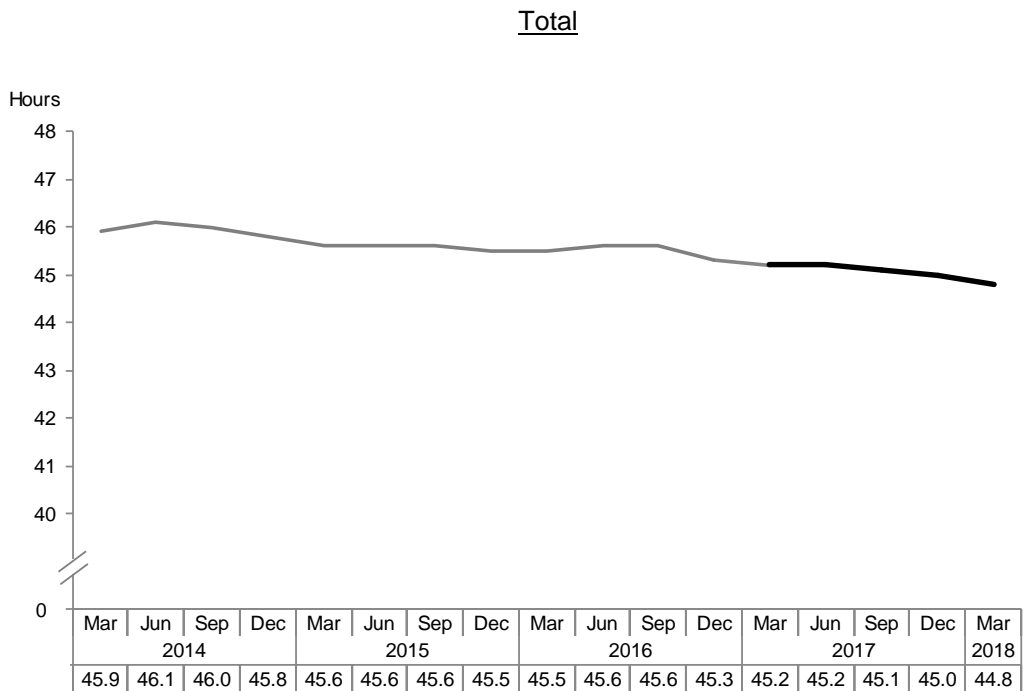
Hours Worked

Paid hours worked per employee continued its downtrend

The average total weekly paid hours worked³ per employee was lower in March 2018 than in December 2017 (Dec 2017: 45.0, Mar 2018: 44.8 hours), due in part to fewer paid overtime hours worked (Dec 2017: 2.9, Mar 2018: 2.8). Consequently, hours worked remained below the levels a year ago (total: 45.2; overtime: 3.0).

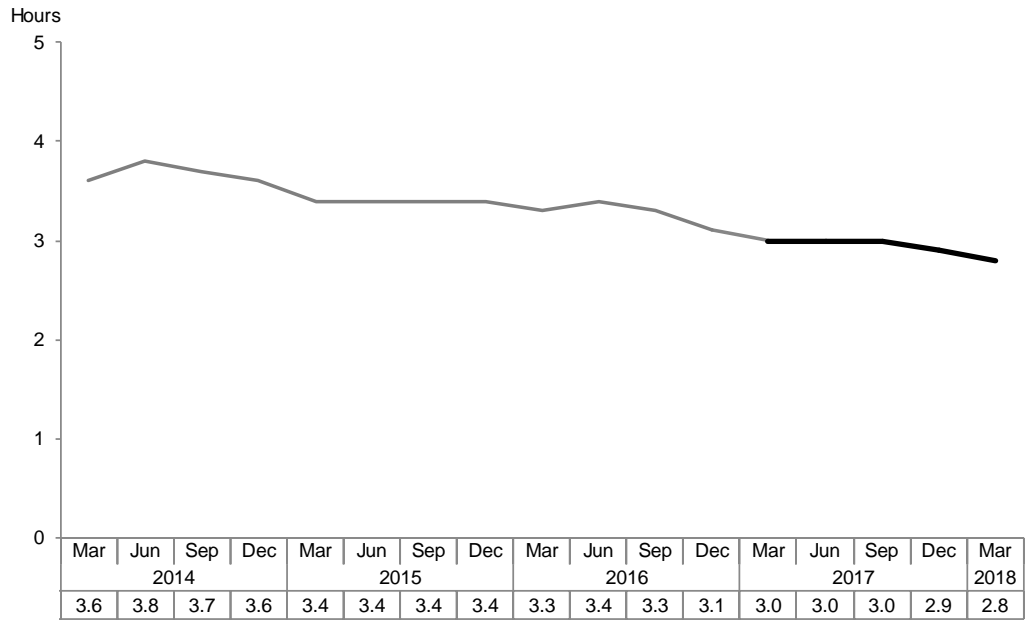
Construction recorded its sixth consecutive quarter of year-on-year decline in weekly hours worked. Nevertheless, the pace of decline has eased in the recent quarters. Similarly, manufacturing saw a sustained decrease in paid hours over the year. In contrast, cleaning & landscaping posted its fifth successive quarter of year-on-year increase in paid hours worked.

Chart 17 Average Weekly Paid Hours Worked Per Employee



³ Average weekly paid hours worked per employee are based on the last month of each quarter.

Overtime



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

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

TECHINICAL NOTE

Revision to Methodology for Seasonally Adjusting Unemployment Time Series

The unemployment time series are influenced by seasonality — periodic fluctuations due to recurring calendar-related events such as holidays and starting and ending of school terms. Seasonal adjustment removes the influence of these fluctuations and makes it easier for users to make a more meaningful analysis of the trends in a data series, especially for those with strong seasonal patterns.

Forward and Concurrent Seasonal Adjustment

National statistical agencies use forward and/or concurrent seasonal adjustment approach when seasonally adjusting their original (i.e. non-seasonally adjusted) data series. For forward seasonal adjustment approach, seasonal factors are projected for each period at the start of each year using finalised data for the latest full year. The projected seasonal factors are then used to derive the seasonally adjusted data for each period within the year. For concurrent adjustment, data will be seasonally adjusted by taking into account data as it becomes available.

Adoption of Concurrent Seasonal Adjustment in 2017

MRSD had moved to concurrent seasonal adjustment instead of forward seasonal adjustment approach from first quarter of 2017.

The adoption of concurrent seasonal adjustment approach was because we had noticed unstable seasonal patterns of the non-seasonally adjusted citizen unemployment data in the quarterly data of 2016 vis-à-vis previous years. The forward seasonal adjustment approach had led to a more erratic seasonally adjusted data in 2016.

Forward seasonal adjustment requires the seasonal effects to be reasonably stable in direction and magnitude for good forecasts of seasonal factors for each quarter at the start of each year. As such, it may not be as effective as concurrent seasonal adjustment in capturing accurate seasonally adjusted estimates as the various time series components can be better estimated as new data becomes available.

Using forward seasonal adjustment, revisions were larger in magnitude (0.2%-pt) compared with the usually accepted ($\pm 0.1\%$ -pt) if the seasonally adjusted data were revised when the final set of 2016 data were available (see [Table 1](#)).

Table 1: Revision of Seasonally Adjusted Unemployment Rates

Period	Before Revision	When revised with 2016 finalised data	Difference
Overall Unemployment Rate			
March 2016	1.9%	1.9%	-
June 2016	2.1%	2.1%	-
September 2016	2.1%	2.1%	-
December 2016	2.2%	2.2%	-
Resident Unemployment Rate			
March 2016	2.7%	2.7%	-
June 2016	3.0%	3.0%	-
September 2016	2.9%	2.9%	-
December 2016	3.2%	3.1%	-0.1%-pt
Citizen Unemployment Rate			
March 2016	2.6%	2.7%	0.1%-pt
June 2016	3.1%	3.1%	-
September 2016	3.0%	3.1%	0.1%-pt
December 2016	3.5%	3.3%	-0.2%-pt

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

- : nil or negligible

Revision Policy

Concurrent seasonal adjustment method was adopted from first quarter of 2017 to be in line with most national statistical agencies for key time series so as to reflect the seasonally adjusted unemployment rate more accurately (as compared to forward seasonal adjustment method) as the concurrent method takes in the latest information available and it minimizes the revisions at the end of the year.

MRSD revision policy is not to revise the previous quarters' official seasonally adjusted estimates as new data become available during the year, similar to the policy practiced by United States Bureau of Labor Statistics (BLS).¹ This is so as not to confuse data users with the numerous revisions required for the actual concurrent seasonal adjustment approach while at the same time, able to take in the latest quarter's information to produce the seasonal adjusted data. The revision of the unemployment series is done once a year based on final data up to December of each year.²

¹ For more information on BLS revision policy, you can refer to the article "Methodology for Seasonally Adjusting National Household Survey Labour Force Series with Revisions for 2018" in <https://www.bls.gov/web/empsit/cps-seas-adjustment-methodology.pdf>

² Updated in the Labour Market Report in March of the following year.

The 2017 seasonally adjusted unemployment rates before revision and after revision are shown in [Table 2](#).

Table 2: Revision of Seasonally Adjusted Unemployment Rates

Period	Before Revision	Revised with 2017 finalised data	Difference
Overall Unemployment Rate			
March 2017	2.2%	2.2%	-
June 2017	2.2%	2.2%	-
September 2017	2.2%	2.1%	-0.1%-pt
December 2017	2.1%	2.1%	-
Resident Unemployment Rate			
March 2017	3.2%	3.2%	-
June 2017	3.1%	3.1%	-
September 2017	3.1%	3.1%	-
December 2017	2.9%	3.0%	0.1%-pt
Citizen Unemployment Rate			
March 2017	3.5%	3.5%	-
June 2017	3.3%	3.3%	-
September 2017	3.2%	3.2%	-
December 2017	3.0%	3.0%	-

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

- : nil or negligible

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2015	2016	2017	Mar	
				2017	2018
TOTAL	2.8	3.0	3.1	3.0	2.7
GENDER					
Males	2.7	3.0	3.1	2.9	2.7
Females	2.9	3.0	3.1	3.2	2.6
AGE GROUP (YEARS)					
Below 30	5.1	5.0	5.4	4.6	4.9
30 - 39	1.9	2.3	2.4	2.3	1.9
40 & Over	2.3	2.6	2.7	2.8	2.3
40 - 49	2.4	2.4	2.5	2.4	2.2
50 & Over	2.4	2.7	2.8	3.1	2.3
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.5	2.4	2.6	2.7	2.5
Secondary	2.7	3.1	2.8	3.0	2.4
Post-Secondary (Non-Tertiary)	3.0	3.2	3.8	3.1	2.9
Diploma & Professional Qualification	2.9	3.1	3.3	3.5	2.9
Degree	2.8	3.1	3.2	3.0	2.7

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	Mar	
				2017	2018
TOTAL	62.5	67.4	70.9	69.5	60.9
GENDER					
Males	33.2	36.2	38.4	35.9	33.3
Females	29.2	31.2	32.6	33.6	27.7
AGE GROUP (YEARS)					
Below 30	22.2	21.8	22.6	19.7	20.3
30 - 39	9.9	11.9	12.6	12.0	10.0
40 & Over	30.4	33.7	35.7	37.9	30.6
40 - 49	12.6	12.8	13.7	13.0	11.7
50 & Over	17.8	20.9	22.0	24.8	18.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.6	10.1	10.9	11.5	10.5
Secondary	11.3	12.3	11.1	12.4	9.9
Post-Secondary (Non-Tertiary)	7.4	7.5	8.9	6.8	6.3
Diploma & Professional Qualification	12.5	13.2	14.1	15.2	12.4
Degree	20.6	24.2	25.9	23.6	21.8

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

Notes :

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

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2015	2016	2017	Per Cent	
				Mar	
				2017	2018
TOTAL	0.6	0.8	0.8	0.8	0.7
GENDER					
Males	0.6	0.9	0.9	0.9	0.8
Females	0.5	0.6	0.6	0.7	0.5
AGE GROUP (YEARS)					
Below 30	0.5	0.6	0.8	0.9	0.6
30 - 39	0.5	0.6	0.5	0.5	0.5
40 & Over	0.7	0.9	0.8	0.8	0.8
40 - 49	0.7	0.8	0.9	0.8	0.7
50 & Over	0.7	1.0	0.8	0.9	0.8
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.4	0.6	0.7	0.6	0.5
Secondary	0.5	0.7	0.5	0.7	0.5
Post-Secondary (Non-Tertiary)	0.6	0.6	0.8	0.7	0.5
Diploma & Professional Qualification	0.5	0.7	0.8	1.1	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	Mar	
				2017	2018
TOTAL	12.7	17.0	17.1	17.6	15.2
GENDER					
Males	7.6	10.6	10.5	10.5	9.5
Females	5.1	6.3	6.6	7.1	5.6
AGE GROUP (YEARS)					
Below 30	1.9	2.4	3.4	3.7	2.3
30 - 39	2.2	2.9	2.9	2.7	2.7
40 & Over	8.5	11.7	10.9	11.2	10.1
40 - 49	3.5	4.3	4.5	4.2	3.7
50 & Over	5.0	7.4	6.4	7.0	6.4
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	1.8	2.6	2.6	2.5	2.0
Secondary	2.2	2.9	2.1	2.8	2.1
Post-Secondary (Non-Tertiary)	1.4	1.2	1.9	1.6	1.0
Diploma & Professional Qualification	2.0	2.9	3.5	4.7	2.6
Degree	5.4	7.3	7.0	6.1	7.4

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 Mar 2018
	2015	2016	2017	2017				2018	
				1Q	2Q	3Q	4Q		
TOTAL	32.3	16.8	-3.6	-6.8	-7.3	-2.3	12.7	3.7	3 673.1
C10-32 MANUFACTURING	-22.1	-15.5	-11.3	-4.4	-3.6	-2.1	-1.3	-3.8	484.4
C10-12 Food, Beverages & Tobacco	2.8	1.2	2.2	0.6	0.2	0.6	0.7	0.4	49.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	-2.7	-1.9	-1.6	-0.1	-0.6	-0.5	-0.4	-0.3	30.5
C19-21 Petroleum, Chemical & Pharmaceutical Products	-4.6	5.5	-4.0	0.3	-1.6	-2.0	-0.7	0.6	59.9
C25,28 Fabricated Metal Products, Machinery & Equipment	-5.5	-7.1	-2.2	-0.7	-0.9	-0.6	-	0.1	94.7
C26 Electronic, Computer & Optical Products	-1.7	-3.0	7.7	0.5	2.5	2.3	2.4	-1.7	90.2
C29-30 Transport Equipment	-11.4	-9.2	-13.6	-4.9	-3.2	-2.3	-3.3	-3.2	96.5
Other Manufacturing Industries	1.0	-0.8	0.2	-0.1	-	0.3	-0.1	0.3	63.2
F41-43 CONSTRUCTION	8.6	-11.5	-38.3	-12.5	-10.5	-9.5	-5.7	-5.6	445.3
G-U SERVICES	45.5	44.2	46.4	10.0	7.0	9.2	20.2	13.0	2 716.5
G46-47 WHOLESALE AND RETAIL TRADE	-9.4	0.8	-0.7	-3.4	-1.5	-0.5	4.7	-2.5	485.3
G46 Wholesale Trade	-1.5	-0.6	0.7	-0.5	-0.3	0.5	0.9	-0.8	321.4
G47 Retail Trade	-7.9	1.4	-1.4	-2.9	-1.2	-1.1	3.8	-1.6	163.9
H49-53 TRANSPORTATION AND STORAGE	3.1	4.1	5.9	0.5	1.7	0.3	3.4	2.3	250.4
H49,5221 Land Transport & Supporting Services	2.5	4.4	3.9	0.9	1.2	0.8	1.1	1.8	104.1
H50,5222,5225 Water Transport & Supporting Services	-	-0.9	-1.0	-0.5	0.3	-0.4	-0.4	-0.2	48.9
H51,5223 Air Transport & Supporting Services	0.4	-1.1	1.9	-	0.1	-0.3	2.0	0.2	29.7
Other Transportation & Storage Services	0.2	1.7	1.1	0.1	0.1	0.2	0.6	0.5	67.7
I55-56 ACCOMMODATION AND FOOD SERVICES	4.8	6.0	3.6	0.1	-0.5	1.2	2.7	-1.0	250.3
I55 Accommodation	-0.3	-0.9	-	-0.7	-0.2	1.2	-0.3	-0.5	33.9
I56 Food & Beverage Services	5.2	6.9	3.6	0.8	-0.3	-	3.1	-0.5	216.4
J58-63 INFORMATION AND COMMUNICATIONS	5.4	2.2	4.0	1.2	1.0	0.9	0.8	1.8	133.9
J58-61 Telecommunications, Broadcasting & Publishing	0.1	-1.2	-0.1	-0.2	0.1	-	-	0.2	39.5
J62-63 IT & Other Information Services	5.3	3.4	4.0	1.4	0.9	0.9	0.8	1.6	94.4
K64-66 FINANCIAL AND INSURANCE SERVICES	4.5	2.8	6.2	3.2	1.6	1.8	-0.4	2.8	212.3
K64 & 66 (excl.662) Financial Services	3.9	1.4	3.6	2.4	0.9	1.1	-0.7	2.5	173.8
K65 & 662 Insurance Services	0.6	1.4	2.6	0.8	0.7	0.7	0.3	0.4	38.5
L68 REAL ESTATE SERVICES	-5.1	0.2	1.4	0.7	-0.1	0.4	0.4	0.2	92.3
M69-75 PROFESSIONAL SERVICES	7.7	3.8	1.4	-0.7	0.2	1.1	0.8	0.8	239.3
M69-70 Legal, Accounting & Management Services	10.5	5.9	1.5	-0.4	0.5	1.0	0.5	1.1	122.2
M71 Architectural & Engineering Services	-1.5	-2.5	-1.7	-0.7	-0.8	-0.2	-0.1	-0.3	58.4
Other Professional Services	-1.2	0.4	1.6	0.4	0.5	0.3	0.4	-	58.6
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	12.3	4.2	8.6	1.7	2.7	0.4	3.7	1.5	233.1
N80 Security & Investigation	2.2	1.6	2.7	0.7	0.8	1.0	0.2	0.6	47.2
N81 Cleaning & Landscaping	7.4	2.2	3.8	1.3	0.6	0.6	1.4	0.4	66.6
Other Administrative & Support Services	2.8	0.4	2.1	-0.2	1.3	-1.1	2.1	0.5	119.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	22.4	20.2	16.0	6.7	1.8	3.5	4.0	7.2	819.6
O84,P85 Public Administration & Education	4.9	6.3	1.5	1.5	-0.4	-0.2	0.5	2.0	248.6
Q86-88 Health & Social Services	7.3	5.8	5.1	1.5	1.2	1.1	1.2	1.8	153.7
R90-93 Arts, Entertainment & Recreation	0.6	-0.5	0.3	-0.2	-0.1	0.2	0.4	0.1	56.2
S,T,U Other Community, Social & Personal Services	9.6	8.7	9.2	3.8	1.1	2.4	1.9	3.3	361.0
A,B,D,E,V OTHERS*	0.3	-0.4	-0.4	0.2	-0.2	0.2	-0.5	-	26.9

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

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 3) Data may not add up to the total due to rounding.

3.1 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2015	2016	2017	2017				2018
				1Q	2Q	3Q	4Q	1Q
TOTAL	15 580	19 170	14 720	4 000	3 640	3 400	3 680	2 320
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	5 210	6 280	3 790	890	840	730	1 330	510
C10-12 Food, Beverages & Tobacco	80	330	190	50	30	30	80	40
C17,18,22 Paper / Rubber / Plastic Products & Printing	570	410	480	50	90	60	280	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	320	360	300	140	90	50	20	70
C25,28 Fabricated Metal Products, Machinery & Equipment	1 680	2 360	860	370	180	140	170	130
C26 Electronic, Computer & Optical Products	1 690	1 670	920	80	170	100	580	120
C29-30 Transport Equipment	670	760	890	170	280	330	110	80
Other Manufacturing Industries	200	390	150	40	10	10	90	50
F41-43 CONSTRUCTION	1 780	1 920	2 010	660	470	490	390	340
G-U SERVICES	8 510	10 880	8 910	2 440	2 330	2 180	1 960	1 480
G46-47 WHOLESALE AND RETAIL TRADE	2 180	2 380	2 130	650	500	500	470	440
G46 Wholesale Trade	2 150	2 200	1 880	510	440	480	450	370
G47 Retail Trade	30	180	260	140	70	30	20	70
H49-53 TRANSPORTATION AND STORAGE	690	870	890	150	170	300	280	120
H49,5221 Land Transport & Supporting Services	60	10	160	-	-	150	-	-
H50,5222, 5225 Water Transport & Supporting Services	280	490	300	80	70	110	40	50
H51,5223 Air Transport & Supporting Services	110	160	20	10	-	-	10	20
Other Transportation & Storage Services	250	220	410	60	90	40	230	50
I55-56 ACCOMMODATION AND FOOD SERVICES	200	350	470	60	180	120	110	40
I55 Accommodation	10	70	120	20	10	40	50	10
I56 Food & Beverage Services	190	280	350	40	170	80	60	30
J58-63 INFORMATION AND COMMUNICATIONS	710	970	930	250	240	250	200	210
J58-61 Telecommunications, Broadcasting & Publishing	280	570	520	140	90	180	110	130
J62-63 IT & Other Information Services	430	400	420	110	150	80	90	80
K64-66 FINANCIAL AND INSURANCE SERVICES	1 760	2 310	1 790	510	480	440	360	300
K64 & 66 (excl.662) Financial Services	1 710	2 210	1 730	500	460	440	340	260
K65 & 662 Insurance Services	50	90	60	10	30	-	20	30
L68 REAL ESTATE SERVICES	50	90	70	20	40	20	-	20
M69-75 PROFESSIONAL SERVICES	2 290	2 730	1 740	470	620	260	390	250
M69-70 Legal, Accounting & Management Services	1 180	1 410	900	300	270	160	180	150
M71 Architectural & Engineering Services	940	1 040	550	120	200	70	160	80
Other Professional Services	170	280	280	50	150	30	50	30
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	400	350	420	190	70	120	40	80
N80 Security & Investigation	70	20	120	120	-	-	-	10
N81 Cleaning & Landscaping	50	60	60	20	-	50	-	30
Other Administrative & Support Services	280	270	240	60	70	70	40	30
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	230	850	460	150	40	160	110	40
O84,P85 Public Administration & Education	40	50	40	-	10	-	20	10
Q86-88 Health & Social Services	90	40	50	20	10	10	10	10
R90-93 Arts, Entertainment & Recreation	10	500	240	110	10	120	-	-
S,T,U Other Community, Social & Personal Services	80	260	130	10	10	30	70	10
A,B,D,E,V OTHERS*	80	100	10	10	-	-	10	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8 550	10 890	8 700	2 380	2 200	1 880	2 240	1 500
Clerical, Sales & Service Workers	1 550	2 100	1 550	500	390	360	300	280
Production & Transport Operators, Cleaners & Labourers	5 480	6 190	4 480	1 120	1 050	1 170	1 130	540

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, FIRST QUARTER 2018

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	460	540	380	1 510	90	150	30	2 320	1 500	280	540
C10-32 MANUFACTURING	140	130	40	330	20	-	-	510	270	40	200
C10-12 Food, Beverages & Tobacco	10	10	10	20	-	-	-	40	20	-	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	30	-	-	-	30	10	-	20
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	20	-	30	20	-	-	70	40	10	20
C25,28 Fabricated Metal Products, Machinery & Equipment	90	50	-	70	-	-	-	130	70	10	60
C26 Electronic, Computer & Optical Products	-	10	30	90	-	-	-	120	80	-	40
C29-30 Transport Equipment	10	30	-	60	-	-	-	80	20	10	40
Other Manufacturing Industries	20	-	-	40	-	-	-	50	30	10	10
F41-43 CONSTRUCTION	200	220	130	30	-	100	-	340	80	20	240
G-U SERVICES	120	200	210	1 150	70	50	30	1 480	1 150	230	100
G46-47 WHOLESALE AND RETAIL TRADE	50	50	20	340	40	10	20	440	300	80	50
G46 Wholesale Trade	50	40	20	310	40	10	-	370	270	60	40
G47 Retail Trade	-	10	-	30	-	-	20	70	30	30	10
H49-53 TRANSPORTATION AND STORAGE	10	30	30	100	-	-	-	120	70	30	20
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	10	20	10	30	-	-	-	50	40	10	-
H51,5223 Air Transport & Supporting Services	-	-	10	20	-	-	-	20	10	10	-
Other Transportation & Storage Services	-	-	10	50	-	-	-	50	20	10	20
I55-56 ACCOMMODATION AND FOOD SERVICES	-	10	10	20	-	-	10	40	10	20	10
I55 Accommodation	-	-	-	10	-	-	-	10	-	-	-
I56 Food & Beverage Services	-	10	10	20	-	-	10	30	10	20	10
J58-63 INFORMATION AND COMMUNICATIONS	10	20	50	160	-	10	-	210	180	30	-
J58-61 Telecommunications, Broadcasting & Publishing	10	20	50	90	-	-	-	130	110	20	-
J62-63 IT & Other Information Services	-	-	-	70	-	10	-	80	70	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	-	-	60	290	30	-	10	300	270	20	-
K64 & 66 (excl.662) Financial Services	-	-	60	260	30	-	10	260	250	10	-
K65 & 662 Insurance Services	-	-	-	30	-	-	-	30	20	10	-
L68 REAL ESTATE SERVICES	-	10	-	-	-	10	-	20	10	-	-
M69-75 PROFESSIONAL SERVICES	40	30	30	200	-	10	-	250	240	20	-
M69-70 Legal, Accounting & Management Services	-	10	30	140	-	-	-	150	140	10	-
M71 Architectural & Engineering Services	40	20	-	30	-	10	-	80	70	-	-
Other Professional Services	-	-	-	30	-	-	-	30	30	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	10	60	-	10	-	10	-	80	40	20	10
N80 Security & Investigation	-	10	-	-	-	10	-	10	-	-	10
N81 Cleaning & Landscaping	-	30	-	-	-	-	-	30	20	10	10
Other Administrative & Support Services	-	20	-	10	-	-	-	30	20	10	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	-	-	30	-	-	-	40	30	10	-
O84,P85 Public Administration & Education	-	-	-	10	-	-	-	10	10	-	-
Q86-88 Health & Social Services	-	-	-	10	-	-	-	10	10	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	-	-	-	-	-	-	-	10	-	-	-
A,B,D,E,V OTHERS**	-	-	-	-	-	-	-	-	-	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2015	2016	2017	2017				2018
				1Q	2Q	3Q	4Q	1Q
TOTAL	13 440	16 810	12 880	3 480	3 120	2 920	3 350	2 050
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	4 790	5 620	3 330	740	710	590	1 290	440
C10-12 Food, Beverages & Tobacco	80	290	190	50	30	30	80	20
C17,18,22 Paper / Rubber / Plastic Products & Printing	560	360	480	50	90	60	280	20
C19-21 Petroleum, Chemical & Pharmaceutical Products	310	360	300	130	90	50	20	70
C25,28 Fabricated Metal Products, Machinery & Equipment	1 450	2 210	740	290	170	120	160	90
C26 Electronic, Computer & Optical Products	1 680	1 670	910	80	160	100	580	120
C29-30 Transport Equipment	530	480	600	110	170	210	110	60
Other Manufacturing Industries	180	260	120	40	10	10	60	50
F41-43 CONSTRUCTION	770	870	1 180	370	220	370	230	220
G-U SERVICES	7 800	10 230	8 360	2 370	2 190	1 960	1 830	1 390
G46-47 WHOLESALE AND RETAIL TRADE	2 100	2 310	2 100	650	490	500	470	420
G46 Wholesale Trade	2 080	2 130	1 850	510	430	470	450	360
G47 Retail Trade	30	170	250	140	60	30	20	60
H49-53 TRANSPORTATION AND STORAGE	510	720	670	150	150	160	220	120
H49,5221 Land Transport & Supporting Services	40	-	20	-	-	10	-	-
H50,5222, 5225 Water Transport & Supporting Services	200	430	300	80	70	110	40	50
H51,5223 Air Transport & Supporting Services	70	110	20	10	-	-	10	20
Other Transportation & Storage Services	190	190	340	60	80	40	170	50
I55-56 ACCOMMODATION AND FOOD SERVICES	190	320	450	60	160	120	110	40
I55 Accommodation	10	70	120	20	10	40	50	10
I56 Food & Beverage Services	180	250	330	40	150	80	60	30
J58-63 INFORMATION AND COMMUNICATIONS	620	910	890	240	230	250	180	200
J58-61 Telecommunications, Broadcasting & Publishing	280	530	500	140	90	180	100	120
J62-63 IT & Other Information Services	350	380	390	100	140	70	80	70
K64-66 FINANCIAL AND INSURANCE SERVICES	1 700	2 290	1 780	510	470	440	360	290
K64 & 66 (excl.662) Financial Services	1 660	2 200	1 720	500	440	440	340	260
K65 & 662 Insurance Services	50	90	60	10	30	-	20	30
L68 REAL ESTATE SERVICES	50	70	70	20	30	20	-	10
M69-75 PROFESSIONAL SERVICES	2 150	2 600	1 620	450	560	230	380	240
M69-70 Legal, Accounting & Management Services	1 170	1 380	880	290	270	140	180	150
M71 Architectural & Engineering Services	820	960	470	120	140	60	150	60
Other Professional Services	160	260	280	40	150	30	50	30
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	270	230	390	170	70	110	40	60
N80 Security & Investigation	70	-	120	120	-	-	-	10
N81 Cleaning & Landscaping	30	50	50	-	-	50	-	30
Other Administrative & Support Services	170	180	220	60	70	60	40	30
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	210	770	390	140	30	140	80	30
O84,P85 Public Administration & Education	40	40	30	-	10	-	20	10
Q86-88 Health & Social Services	80	30	40	10	10	10	10	10
R90-93 Arts, Entertainment & Recreation	10	480	220	110	10	100	-	-
S,T,U Other Community, Social & Personal Services	80	230	110	10	10	30	60	10
A,B,D,E,V OTHERS*	80	100	10	10	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	8 140	10 490	8 420	2 300	2 150	1 790	2 190	1 430
Clerical, Sales & Service Workers	1 500	1 940	1 440	470	340	340	290	260
Production & Transport Operators, Cleaners & Labourers	3 800	4 390	3 020	720	640	800	870	370

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

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

- : nil or negligible

Notes :

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

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

3.4 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2015	2016	2017	2017				2018
				1Q	2Q	3Q	4Q	1Q
TOTAL	2 140	2 360	1 840	510	520	480	330	270
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	430	660	460	140	130	140	50	70
C10-12 Food, Beverages & Tobacco	10	40	10	-	-	-	-	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	10	50	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	-	10	10	-	-	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	230	150	120	80	10	20	10	40
C26 Electronic, Computer & Optical Products	10	10	10	-	10	-	-	-
C29-30 Transport Equipment	140	280	290	60	110	120	-	10
Other Manufacturing Industries	20	130	30	-	-	-	30	-
F41-43 CONSTRUCTION	1 010	1 050	830	290	250	130	160	120
G-U SERVICES	710	650	550	80	140	220	120	80
G46-47 WHOLESALE AND RETAIL TRADE	80	70	30	10	10	10	-	20
G46 Wholesale Trade	80	70	20	10	10	10	-	10
G47 Retail Trade	-	10	10	-	10	-	-	10
H49-53 TRANSPORTATION AND STORAGE	180	150	220	-	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	-	-	-	-	-	-
Other Transportation & Storage Services	50	30	80	-	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	10	10	10	20	20
J58-61 Telecommunications, Broadcasting & Publishing	-	30	10	-	-	-	-	10
J62-63 IT & Other Information Services	90	20	30	10	10	-	10	10
K64-66 FINANCIAL AND INSURANCE SERVICES	60	20	20	-	10	-	-	10
K64 & 66 (excl.662) Financial Services	60	20	10	-	10	-	-	10
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	-	10	10	-	-	-	-	10
M69-75 PROFESSIONAL SERVICES	140	130	120	20	60	30	10	20
M69-70 Legal, Accounting & Management Services	10	30	30	10	-	20	-	-
M71 Architectural & Engineering Services	120	80	80	-	60	10	10	10
Other Professional Services	10	20	10	10	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	130	120	30	20	-	10	-	10
N80 Security & Investigation	-	20	-	-	-	-	-	10
N81 Cleaning & Landscaping	20	10	10	10	-	-	-	-
Other Administrative & Support Services	110	90	20	10	-	10	-	10
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	30	70	70	20	10	30	20	10
O84,P85 Public Administration & Education	-	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	20	-
A,B,D,E,V OTHERS*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	420	400	280	80	50	90	60	70
Clerical, Sales & Service Workers	50	160	110	30	50	20	10	20
Production & Transport Operators, Cleaners & Labourers	1 670	1 800	1 460	400	420	370	260	180

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	2017				2018
				1Q	2Q	3Q	4Q	1Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	810	950	1 160	1 180	1 240	1 100	1 120	830
SECTOR								
Manufacturing	530	600	640	760	710	510	580	370
Construction	170	110	250	110	280	290	300	150
Services	110	240	270	300	250	300	240	310
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	260	260	400	480	410	400	310	360
Clerical, Sales & Service Workers	50	100	110	160	70	90	120	80
Production & Transport Operators, Cleaners & Labourers	500	590	650	540	760	610	690	390
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	660	820	980	1 090	1 010	880	950	670
SECTOR								
Manufacturing	490	570	630	760	710	510	550	330
Construction	80	40	100	50	100	100	170	110
Services	90	200	250	280	210	260	230	240
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	250	230	380	470	380	380	290	280
Clerical, Sales & Service Workers	50	90	100	150	70	80	110	70
Production & Transport Operators, Cleaners & Labourers	370	500	500	470	560	420	550	320
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	150	130	180	90	230	220	170	150
SECTOR								
Manufacturing	40	30	10	-	-	-	30	40
Construction	100	70	140	70	180	190	130	40
Services	10	40	30	20	40	30	10	70
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	30	20	20	20	20	20	80
Clerical, Sales & Service Workers	-	10	-	-	-	-	10	10
Production & Transport Operators, Cleaners & Labourers	140	90	150	70	200	200	140	70

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

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

- : nil or negligible

Notes :

- 1) Annual figures are simple averages of the quarterly figures. It refers to the average number of 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

Characteristics	2015	2016	2017	2017				Per Cent
				1Q	2Q	3Q	4Q	2018
				1Q	2Q	3Q	4Q	1Q
TOTAL	71.8	64.5	64.6	64.4	64.5	66.4	63.2	61.0
GENDER								
Males	69.0	62.5	62.0	60.2	62.7	65.1	60.0	59.3
Females	75.0	67.4	67.9	69.5	66.8	68.2	66.9	63.3
AGE GROUP (YEARS)								
Below 30	84.8	80.7	80.7	78.4	79.4	81.7	83.1	85.7
30 - 39	76.3	73.4	72.5	71.8	70.9	74.2	73.0	65.0
40 & Over	67.7	58.7	59.8	59.5	59.9	62.3	57.4	57.8
40 - 49	72.0	64.1	65.7	63.9	66.9	68.5	63.5	63.1
50 & Over	63.5	52.9	53.5	55.0	52.2	55.9	50.8	53.4
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	80.6	66.3	70.8	70.6	70.2	77.6	64.8	68.4
Secondary	76.8	66.3	67.7	72.3	69.9	68.6	60.1	65.0
Post-Secondary (Non-Tertiary)	73.3	65.4	64.0	62.0	63.7	63.8	66.4	57.3
Diploma & Professional Qualification	73.4	69.0	67.7	67.5	67.5	67.6	68.2	60.2
Degree	64.8	60.4	61.1	59.5	60.2	62.2	62.4	58.3
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	67.0	62.4	62.1	60.6	61.9	63.6	62.3	56.6
Clerical, Sales & Service Workers	83.1	71.6	71.6	77.7	68.6	73.0	66.9	69.4
Production & Transport Operators, Cleaners & Labourers	78.6	68.4	70.8	68.1	74.9	75.0	65.0	73.8

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	Mar	
				2017	2018
TOTAL	59.3	49.5	48.8	45.3	52.1
INDUSTRY (SSIC 2010)					
C10-32 MANUFACTURING	7.0	5.8	6.5	6.6	8.0
C10-12 Food, Beverages & Tobacco	0.8	0.6	0.6	0.5	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	0.7
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.0	1.2	1.1	1.5
C26 Electronic, Computer & Optical Products	2.0	1.9	2.5	2.8	2.6
C29-30 Transport Equipment	1.2	0.8	0.9	1.0	1.6
Other Manufacturing Industries	0.7	0.7	0.5	0.5	0.6
F41-43 CONSTRUCTION	2.9	2.0	1.7	1.4	1.5
G-U SERVICES	48.9	41.3	40.1	36.9	42.3
G46-47 WHOLESALE AND RETAIL TRADE	7.2	6.2	5.8	5.9	6.3
G46 Wholesale Trade	4.0	2.8	3.1	2.9	3.7
G47 Retail Trade	3.3	3.4	2.7	2.9	2.7
H49-53 TRANSPORTATION AND STORAGE	3.8	2.9	3.3	3.1	3.9
H49,5221 Land Transport & Supporting Services	0.9	0.7	0.6	0.4	0.8
H50,5222,5225 Water Transport & Supporting Services	0.5	0.3	0.6	0.7	0.6
H51,5223 Air Transport & Supporting Services	1.0	0.7	0.6	0.7	0.8
Other Transportation & Storage Services	1.4	1.2	1.5	1.3	1.7
I55-56 ACCOMMODATION AND FOOD SERVICES	7.2	5.7	5.3	4.3	4.7
I55 Accommodation	1.8	1.6	1.5	1.4	1.6
I56 Food & Beverage Services	5.4	4.0	3.8	2.9	3.2
J58-63 INFORMATION AND COMMUNICATIONS	2.8	2.9	3.0	2.6	3.9
J58-61 Telecommunications, Broadcasting & Publishing	0.7	0.9	0.8	0.9	0.8
J62-63 IT & Other Information Services	2.0	2.0	2.2	1.7	3.1
K64-66 FINANCIAL AND INSURANCE SERVICES	3.7	3.2	4.2	3.7	4.5
K64 & 66 (excl.662) Financial Services	3.3	2.8	3.7	3.3	3.9
K65 & 662 Insurance Services	0.4	0.5	0.5	0.5	0.6
L68 REAL ESTATE SERVICES	2.2	1.6	1.2	1.2	1.0
M69-75 PROFESSIONAL SERVICES	4.1	3.3	2.9	2.6	3.8
M69-70 Legal, Accounting & Management Services	2.5	1.9	1.8	1.9	2.0
M71 Architectural & Engineering Services	0.8	0.7	0.6	0.5	1.1
Other Professional Services	0.8	0.7	0.5	0.3	0.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	5.3	4.9	4.6	4.3	4.1
N80 Security & Investigation	2.4	2.3	2.0	2.0	1.4
N81 Cleaning & Landscaping	1.6	1.4	1.5	1.3	1.7
Other Administrative & Support Services	1.3	1.2	1.2	1.0	1.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	12.6	10.8	9.9	9.3	10.3
O84,P85 Public Administration & Education	5.9	5.4	4.9	4.4	5.0
Q86-88 Health & Social Services	3.6	3.1	2.7	2.7	3.1
R90-93 Arts, Entertainment & Recreation	2.0	1.4	1.5	1.6	1.5
S,T,U Other Community, Social & Personal Services	1.1	0.8	0.8	0.6	0.8
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	23.7	29.2
Clerical, Sales & Service Workers	16.9	13.7	12.3	10.9	11.9
Production & Transport Operators, Cleaners & Labourers	13.9	10.9	10.8	10.7	11.1

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) 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	Mar	
							2017	2018
TOTAL				2.8	2.3	2.4	2.3	2.5
INDUSTRY (SSIC 2010)								
C10-32	MANUFACTURING			1.8	1.6	1.8	1.9	2.2
C10-12	Food, Beverages & Tobacco			2.6	2.1	2.0	1.9	2.0
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.6	1.3	1.6	1.8	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.8	1.6	1.5	1.5	2.5
C25,28	Fabricated Metal Products, Machinery & Equipment			1.4	1.1	1.5	1.4	1.8
C26	Electronic, Computer & Optical Products			2.3	2.4	3.2	3.6	3.2
C29-30	Transport Equipment			1.3	0.9	1.1	1.1	2.1
	Other Manufacturing Industries			1.9	1.9	1.5	1.3	1.7
F41-43	CONSTRUCTION			0.9	0.6	0.6	0.5	0.5
G-U	SERVICES			3.5	2.9	2.9	2.8	3.0
G46-47	WHOLESALE AND RETAIL TRADE			2.9	2.6	2.5	2.6	2.6
G46	Wholesale Trade			2.3	1.8	2.0	1.9	2.2
G47	Retail Trade			4.3	4.4	3.5	4.0	3.5
H49-53	TRANSPORTATION AND STORAGE			2.4	1.9	2.2	2.1	2.5
H49,5221	Land Transport & Supporting Services			2.4	1.8	1.7	1.2	2.2
H50,5222,5225	Water Transport & Supporting Services			1.3	0.9	1.6	1.9	1.6
H51,5223	Air Transport & Supporting Services			3.0	2.1	1.9	2.1	2.2
	Other Transportation & Storage Services			3.0	2.6	3.2	3.1	3.7
I55-56	ACCOMMODATION AND FOOD SERVICES			5.4	4.3	4.2	3.9	3.6
I55	Accommodation			7.3	6.7	6.4	6.0	6.7
I56	Food & Beverage Services			5.0	3.7	3.6	3.4	2.9
J58-63	INFORMATION AND COMMUNICATIONS			3.8	3.9	4.0	3.9	5.0
J58-61	Telecommunications, Broadcasting & Publishing			2.5	3.1	2.7	3.1	2.7
J62-63	IT & Other Information Services			4.8	4.5	4.9	4.5	6.3
K64-66	FINANCIAL AND INSURANCE SERVICES			2.8	2.4	3.1	2.8	3.1
K64 & 66 (excl.662)	Financial Services			2.8	2.4	3.1	2.8	3.1
K65 & 662	Insurance Services			2.5	2.6	2.9	2.7	3.2
L68	REAL ESTATE SERVICES			3.8	2.9	2.1	2.2	1.8
M69-75	PROFESSIONAL SERVICES			3.0	2.5	2.3	2.3	2.9
M69-70	Legal, Accounting & Management Services			3.8	3.0	2.8	3.1	3.0
M71	Architectural & Engineering Services			1.7	1.6	1.5	1.3	2.6
	Other Professional Services			3.5	3.1	2.6	1.6	3.2
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.9	3.3	3.2	3.1	3.1
N80	Security & Investigation			5.6	4.9	4.6	4.3	4.5
N81	Cleaning & Landscaping			3.3	2.5	2.6	2.5	2.9
	Other Administrative & Support Services			2.9	2.7	2.7	2.5	2.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			3.7	3.1	2.8	2.7	2.9
O84,P85	Public Administration & Education			3.4	3.0	2.7	2.5	2.7
Q86-88	Health & Social Services			3.8	3.1	2.7	2.8	2.9
R90-93	Arts, Entertainment & Recreation			4.8	3.5	3.7	4.1	3.7
S,T,U	Other Community, Social & Personal Services			3.5	2.7	2.6	2.3	2.4
A,B,D,E,V	OTHERS*			2.3	1.8	1.8	1.7	1.4
OCCUPATIONAL GROUP								
	Professionals, Managers, Executives & Technicians			2.9	2.5	2.6	2.5	2.8
	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	1.7	1.8

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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, MARCH 2018

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	52.1	2.5	29.2	2.8	11.9	2.9	11.1	1.8
C10-32 MANUFACTURING	8.0	2.2	4.4	2.9	0.6	1.8	3.0	1.7
C10-12 Food, Beverages & Tobacco	0.6	2.0	0.1	1.7	0.2	2.4	0.3	1.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.6	0.1	1.5	-	-	0.2	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	2.5	0.6	2.7	-	-	0.1	1.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.8	0.7	2.3	0.1	1.5	0.7	1.5
C26 Electronic, Computer & Optical Products	2.6	3.2	1.8	4.0	-	-	0.8	2.2
C29-30 Transport Equipment	1.6	2.1	0.8	2.9	0.1	1.2	0.7	1.7
Other Manufacturing Industries	0.6	1.7	0.2	2.1	-	-	0.3	1.5
F41-43 CONSTRUCTION	1.5	0.5	0.5	0.8	0.1	0.7	0.9	0.4
G-U SERVICES	42.3	3.0	24.1	3.0	11.2	3.1	7.1	2.8
G46-47 WHOLESALE AND RETAIL TRADE	6.3	2.6	2.9	2.6	2.5	2.8	0.9	2.4
G46 Wholesale Trade	3.7	2.2	2.5	2.5	0.7	2.1	0.5	1.5
G47 Retail Trade	2.7	3.5	0.4	2.7	1.7	3.4	0.5	6.1
H49-53 TRANSPORTATION AND STORAGE	3.9	2.5	0.9	1.9	1.1	2.6	1.9	2.9
H49,5221 Land Transport & Supporting Services	0.8	2.2	0.1	0.9	0.2	3.7	0.6	2.3
H50,5222,5225 Water Transport & Supporting Services	0.6	1.6	0.3	1.8	0.1	2.1	0.2	1.1
H51,5223 Air Transport & Supporting Services	0.8	2.2	0.2	2.2	0.4	2.0	0.1	3.7
Other Transportation & Storage Services	1.7	3.7	0.3	2.2	0.4	3.6	1.0	4.8
I55-56 ACCOMMODATION AND FOOD SERVICES	4.7	3.6	0.9	3.2	2.8	3.5	1.0	4.5
I55 Accommodation	1.6	6.7	0.3	3.8	0.8	7.9	0.5	8.6
I56 Food & Beverage Services	3.2	2.9	0.6	3.0	2.1	2.9	0.5	3.1
J58-63 INFORMATION AND COMMUNICATIONS	3.9	5.0	3.7	5.3	0.2	2.7	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.8	2.7	0.7	2.7	0.1	2.4	-	-
J62-63 IT & Other Information Services	3.1	6.3	3.0	6.7	0.1	3.1	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	4.5	3.1	4.1	3.2	0.3	2.9	-	-
K64 & 66 (excl.662) Financial Services	3.9	3.1	3.7	3.2	0.2	2.2	-	-
K65 & 662 Insurance Services	0.6	3.2	0.4	2.9	0.2	4.5	-	-
L68 REAL ESTATE SERVICES	1.0	1.8	0.5	2.3	0.1	1.6	0.4	1.5
M69-75 PROFESSIONAL SERVICES	3.8	2.9	3.0	3.0	0.4	2.6	0.4	2.3
M69-70 Legal, Accounting & Management Services	2.0	3.0	1.6	3.0	0.3	2.8	0.1	2.5
M71 Architectural & Engineering Services	1.1	2.6	0.7	2.8	-	-	0.3	2.3
Other Professional Services	0.7	3.2	0.6	3.2	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.1	3.1	0.6	2.1	1.6	3.7	1.8	3.1
N80 Security & Investigation	1.4	4.5	-	-	1.3	4.6	0.1	5.9
N81 Cleaning & Landscaping	1.7	2.9	-	-	-	-	1.6	3.3
Other Administrative & Support Services	1.0	2.3	0.5	2.4	0.3	2.4	0.2	1.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.3	2.9	7.5	2.8	2.2	3.2	0.5	2.5
O84,P85 Public Administration & Education	5.0	2.7	4.6	2.8	0.3	1.8	0.1	1.7
Q86-88 Health & Social Services	3.1	2.9	2.1	2.8	0.8	3.4	0.1	2.7
R90-93 Arts, Entertainment & Recreation	1.5	3.7	0.4	3.0	0.8	4.2	0.2	3.7
S,T,U Other Community, Social & Personal Services	0.8	2.4	0.4	2.6	0.3	2.4	0.1	2.1
A,B,D,E,V OTHERS*	0.3	1.4	0.2	1.2	-	-	0.1	1.8

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

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

- : nil or negligible

Notes :

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

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

7.1 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2015	2016	2017	1Q	
				2017	2018
TOTAL	2.4	2.2	2.1	2.0	2.2
INDUSTRY (SSIC 2010)					
C10-32 MANUFACTURING	1.6	1.6	1.8	1.6	1.7
C10-12 Food, Beverages & Tobacco	3.2	2.9	2.9	2.7	3.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.6	1.9	2.4	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.3	1.4	1.6	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.4	1.6	1.6	1.9
C26 Electronic, Computer & Optical Products	1.6	1.6	2.5	1.7	1.7
C29-30 Transport Equipment	1.1	1.2	1.2	0.9	1.1
Other Manufacturing Industries	1.8	1.8	1.6	1.4	1.4
F41-43 CONSTRUCTION	2.5	2.1	1.7	1.6	1.8
G-U SERVICES	2.6	2.4	2.3	2.2	2.4
G46-47 WHOLESALE AND RETAIL TRADE	2.7	2.5	2.4	2.2	2.5
G46 Wholesale Trade	2.0	1.9	1.8	1.7	1.9
G47 Retail Trade	4.1	3.8	3.5	3.3	3.8
H49-53 TRANSPORTATION AND STORAGE	2.0	1.8	1.7	1.6	1.8
H49,5221 Land Transport & Supporting Services	2.2	1.9	1.6	1.5	1.9
H50,5222, 5225 Water Transport & Supporting Services	1.7	1.4	1.6	1.5	1.3
H51,5223 Air Transport & Supporting Services	1.5	1.3	1.1	1.4	1.4
Other Transportation & Storage Services	2.5	2.4	2.3	2.1	2.3
I55-56 ACCOMMODATION AND FOOD SERVICES	4.5	3.9	3.8	3.7	3.5
I55 Accommodation	3.5	2.9	2.8	2.7	2.4
I56 Food & Beverage Services	4.7	4.2	4.0	3.9	3.8
J58-63 INFORMATION AND COMMUNICATIONS	2.6	2.2	2.0	1.7	2.1
J58-61 Telecommunications, Broadcasting & Publishing	2.2	1.8	1.6	1.3	1.6
J62-63 IT & Other Information Services	3.0	2.4	2.3	2.0	2.4
K64-66 FINANCIAL AND INSURANCE SERVICES	2.0	1.9	1.8	1.5	1.8
K64 & 66 (excl.662) Financial Services	1.9	1.8	1.8	1.4	1.7
K65 & 662 Insurance Services	2.5	2.5	2.3	2.2	2.0
L68 REAL ESTATE SERVICES	3.5	3.5	3.5	4.0	3.7
M69-75 PROFESSIONAL SERVICES	2.2	2.3	2.0	1.9	2.5
M69-70 Legal, Accounting & Management Services	2.5	2.3	2.1	2.0	2.3
M71 Architectural & Engineering Services	1.8	2.3	1.9	1.8	3.0
Other Professional Services	2.3	2.0	1.8	1.5	2.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.7	4.4	4.6	4.7	4.8
N80 Security & Investigation	4.2	3.5	3.7	3.6	4.1
N81 Cleaning & Landscaping	5.1	4.8	4.6	4.8	4.6
Other Administrative & Support Services	4.8	4.9	5.6	5.9	5.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.4	1.3	1.4	1.5
O84,P85 Public Administration & Education	1.1	1.1	1.0	1.1	1.2
Q86-88 Health & Social Services	2.0	1.6	1.6	1.5	1.6
R90-93 Arts, Entertainment & Recreation	2.6	1.7	1.8	1.7	1.8
S,T,U Other Community, Social & Personal Services	2.2	2.2	2.0	2.1	2.4
A,B,D,E,V OTHERS*	1.6	1.3	1.4	1.2	1.5
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.8	1.6	1.5	1.4	1.6
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	2.4	2.4

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

					Per Cent				
					2015	2016	2017	1Q	
								2017	2018
TOTAL					1.9	1.8	1.8	1.8	1.8
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING				1.5	1.5	1.5	1.6	1.6
C10-12	Food, Beverages & Tobacco				2.7	2.6	2.5	2.5	2.7
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.6	1.7	1.7	1.7	1.7
C19-21	Petroleum, Chemical & Pharmaceutical Products				1.0	0.9	0.8	0.8	0.8
C25,28	Fabricated Metal Products, Machinery & Equipment				1.6	1.5	1.6	1.6	1.5
C26	Electronic, Computer & Optical Products				1.4	1.4	1.5	1.6	1.9
C29-30	Transport Equipment				1.3	1.3	1.4	1.5	1.4
	Other Manufacturing Industries				1.5	1.4	1.3	1.3	1.4
F41-43	CONSTRUCTION				1.8	1.7	1.8	1.7	1.6
G-U	SERVICES				2.0	1.9	1.9	1.9	1.9
G46-47	WHOLESALE AND RETAIL TRADE				2.2	2.2	2.0	2.2	2.3
G46	Wholesale Trade				1.7	1.7	1.6	1.6	1.7
G47	Retail Trade				3.4	3.2	3.0	3.5	3.7
H49-53	TRANSPORTATION AND STORAGE				1.5	1.4	1.3	1.3	1.4
H49,5221	Land Transport & Supporting Services				1.4	1.3	1.3	1.2	1.3
H50,5222,5225	Water Transport & Supporting Services				1.1	1.1	1.0	0.9	1.1
H51,5223	Air Transport & Supporting Services				1.0	0.9	0.9	1.0	1.0
	Other Transportation & Storage Services				2.1	2.0	1.9	1.8	2.1
I55-56	ACCOMMODATION AND FOOD SERVICES				4.0	3.6	3.6	3.6	3.3
I55	Accommodation				3.0	2.6	2.5	2.6	2.5
I56	Food & Beverage Services				4.3	3.8	3.8	3.8	3.4
J58-63	INFORMATION AND COMMUNICATIONS				1.8	1.7	1.6	1.3	1.7
J58-61	Telecommunications, Broadcasting & Publishing				1.5	1.4	1.2	1.1	1.5
J62-63	IT & Other Information Services				2.0	1.9	1.8	1.5	1.8
K64-66	FINANCIAL AND INSURANCE SERVICES				1.3	1.2	1.3	0.9	1.1
K64 & 66 (excl.662)	Financial Services				1.2	1.2	1.2	0.9	1.0
K65 & 662	Insurance Services				1.7	1.6	1.6	1.4	1.3
L68	REAL ESTATE SERVICES				3.1	2.9	2.8	3.1	2.7
M69-75	PROFESSIONAL SERVICES				1.8	1.6	1.6	1.5	1.7
M69-70	Legal, Accounting & Management Services				1.8	1.7	1.6	1.6	1.6
M71	Architectural & Engineering Services				1.6	1.5	1.5	1.4	1.7
	Other Professional Services				2.1	1.6	1.5	1.3	1.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.4	3.5	3.6	3.6	3.4
N80	Security & Investigation				3.1	2.8	3.0	3.1	3.2
N81	Cleaning & Landscaping				4.2	4.1	4.3	4.0	4.1
	Other Administrative & Support Services				2.9	3.3	3.3	3.7	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				1.1	1.0	1.0	1.0	1.1
O84,P85	Public Administration & Education				0.6	0.7	0.6	0.6	0.7
Q86-88	Health & Social Services				1.2	1.1	1.1	1.2	1.3
R90-93	Arts, Entertainment & Recreation				2.2	1.6	1.6	1.5	1.5
S,T,U	Other Community, Social & Personal Services				1.9	1.9	1.8	2.0	2.2
A,B,D,E,V	OTHERS*				1.4	1.2	1.4	1.3	1.8
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians				1.3	1.2	1.2	1.1	1.2
	Clerical, Sales & Service Workers				2.8	2.7	2.6	2.7	2.7
	Production & Transport Operators, Cleaners & Labourers				2.1	2.1	2.2	2.3	2.2

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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, FIRST QUARTER 2018

Per Cent

Industry (SSIC 2010)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.2	1.8	1.6	1.2	3.2	2.7	2.4	2.2
C10-32 MANUFACTURING	1.7	1.6	1.3	1.1	2.8	2.1	1.8	2.0
C10-12 Food, Beverages & Tobacco	3.0	2.7	1.8	2.0	3.8	3.3	3.1	2.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.7	1.2	0.8	2.0	1.8	2.4	2.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.6	0.8	1.2	0.7	4.1	1.2	2.2	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.5	1.6	1.2	2.6	1.9	2.0	1.7
C26 Electronic, Computer & Optical Products	1.7	1.9	1.3	1.2	2.2	1.4	2.0	2.7
C29-30 Transport Equipment	1.1	1.4	1.0	0.8	1.8	1.0	1.1	1.8
Other Manufacturing Industries	1.4	1.4	1.5	1.3	1.6	1.9	1.3	1.3
F41-43 CONSTRUCTION	1.8	1.6	1.5	1.6	1.9	2.0	1.8	1.6
G-U SERVICES	2.4	1.9	1.7	1.2	3.3	2.7	3.3	2.8
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.3	1.6	1.3	3.7	3.5	2.4	2.5
G46 Wholesale Trade	1.9	1.7	1.6	1.2	2.6	2.3	2.1	2.4
G47 Retail Trade	3.8	3.7	1.8	1.8	4.4	4.4	3.8	2.9
H49-53 TRANSPORTATION AND STORAGE	1.8	1.4	1.4	1.2	1.6	1.4	2.1	1.6
H49,5221 Land Transport & Supporting Services	1.9	1.3	1.4	0.8	2.0	2.2	2.0	1.3
H50,5222, 5225 Water Transport & Supporting Services	1.3	1.1	1.3	1.1	1.3	0.9	1.4	1.2
H51,5223 Air Transport & Supporting Services	1.4	1.0	1.1	0.7	1.2	1.0	2.9	2.0
Other Transportation & Storage Services	2.3	2.1	1.9	1.8	2.4	2.1	2.7	2.3
I55-56 ACCOMMODATION AND FOOD SERVICES	3.5	3.3	2.0	2.2	4.1	3.6	3.5	3.2
I55 Accommodation	2.4	2.5	1.8	1.7	2.8	2.7	2.6	3.2
I56 Food & Beverage Services	3.8	3.4	2.1	2.4	4.2	3.7	3.8	3.2
J58-63 INFORMATION AND COMMUNICATIONS	2.1	1.7	2.1	1.6	2.3	2.4	1.9	1.9
J58-61 Telecommunications, Broadcasting & Publishing	1.6	1.5	1.4	1.3	2.4	2.6	0.7	4.7
J62-63 IT & Other Information Services	2.4	1.8	2.4	1.8	2.2	2.2	2.1	1.5
K64-66 FINANCIAL AND INSURANCE SERVICES	1.8	1.1	1.7	1.0	2.7	1.6	0.7	1.9
K64 & 66 (excl.662) Financial Services	1.7	1.0	1.6	1.0	2.9	1.7	0.6	2.0
K65 & 662 Insurance Services	2.0	1.3	1.9	1.2	2.4	1.6	1.3	0.4
L68 REAL ESTATE SERVICES	3.7	2.7	2.1	1.4	3.6	2.5	5.2	4.1
M69-75 PROFESSIONAL SERVICES	2.5	1.7	2.3	1.5	2.9	2.3	3.2	1.9
M69-70 Legal, Accounting & Management Services	2.3	1.6	2.2	1.5	2.8	2.1	1.7	1.7
M71 Architectural & Engineering Services	3.0	1.7	2.7	1.4	3.1	2.7	3.7	1.9
Other Professional Services	2.2	1.8	2.2	1.7	3.0	3.2	0.6	1.2
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.8	3.4	3.9	2.0	5.3	2.9	4.9	4.3
N80 Security & Investigation	4.1	3.2	1.6	1.7	4.3	3.4	2.3	1.5
N81 Cleaning & Landscaping	4.6	4.1	2.6	1.9	2.4	1.9	5.0	4.5
Other Administrative & Support Services	5.6	2.5	4.4	2.1	8.9	2.2	4.7	3.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.1	1.3	0.9	2.0	1.7	2.1	1.7
O84,P85 Public Administration & Education	1.2	0.7	1.1	0.7	1.7	1.1	2.2	0.8
Q86-88 Health & Social Services	1.6	1.3	1.4	1.2	2.2	1.5	1.9	1.6
R90-93 Arts, Entertainment & Recreation	1.8	1.5	2.1	1.4	1.6	1.5	1.5	1.5
S,T,U Other Community, Social & Personal Services	2.4	2.2	1.9	1.5	2.8	2.9	2.7	2.6
A,B,D,E,V OTHERS*	1.5	1.8	0.6	0.6	2.1	1.7	3.2	4.1

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

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

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)		Hours							
		2015	2016	2017	2017				2018
					Mar	Jun	Sep	Dec	Mar
TOTAL		45.6	45.5	45.1	45.2	45.2	45.1	45.0	44.8
C10-32	MANUFACTURING	49.3	48.9	48.5	48.5	48.7	48.3	48.4	48.2
C10-12	Food, Beverages & Tobacco	46.6	46.6	46.4	46.4	46.9	46.3	46.0	45.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.5	48.5	48.6	48.6	48.7	49.0	48.1	48.4
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.4	44.9	44.4	44.4	44.6	44.2	44.3	44.1
C25,28	Fabricated Metal Products, Machinery & Equipment	51.0	50.3	49.9	50.2	49.9	49.6	49.9	49.9
C26	Electronic, Computer & Optical Products	46.4	47.0	46.9	46.7	46.7	47.0	47.3	46.4
C29-30	Transport Equipment	52.7	51.3	50.8	50.6	51.5	50.3	50.9	51.1
	Other Manufacturing Industries	48.5	48.7	48.5	48.3	48.8	48.4	48.3	47.8
F41-43	CONSTRUCTION	52.1	52.0	50.8	51.0	50.8	50.8	50.5	50.5
G-U	SERVICES	43.1	43.2	43.1	43.2	43.1	43.1	42.9	42.9
G46-47	WHOLESALE AND RETAIL TRADE	43.0	42.7	42.8	42.8	42.8	42.7	43.0	42.8
G46	Wholesale Trade	43.4	43.0	43.2	43.0	43.0	43.0	43.6	43.3
G47	Retail Trade	42.1	42.1	42.1	42.3	42.3	42.1	41.7	41.5
H49-53	TRANSPORTATION AND STORAGE	45.7	45.9	45.5	45.4	45.5	45.8	45.5	45.5
H49,5221	Land Transport & Supporting Services	46.0	45.9	45.4	45.6	45.3	45.5	45.0	44.9
H50,5222,5225	Water Transport & Supporting Services	44.3	44.7	44.4	44.0	44.6	44.6	44.2	44.6
H51,5223	Air Transport & Supporting Services	45.2	45.7	45.1	45.0	45.0	45.8	44.8	45.1
	Other Transportation & Storage Services	47.1	46.9	46.9	46.5	46.8	46.9	47.5	47.1
I55-56	ACCOMMODATION AND FOOD SERVICES	41.5	42.0	42.1	42.6	41.9	42.0	42.0	41.5
I55	Accommodation	46.4	46.2	46.1	46.2	45.9	46.2	46.1	45.8
I56	Food & Beverage Services	40.4	41.1	41.2	41.7	41.0	41.0	41.1	40.6
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.4	41.4	41.5	41.4	41.4	41.6	41.4
J58-61	Telecommunications, Broadcasting & Publishing	41.9	41.7	41.6	41.7	41.5	41.5	41.7	41.5
J62-63	IT & Other Information Services	41.2	41.2	41.3	41.3	41.3	41.2	41.5	41.3
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.2	41.1	41.1	41.3	41.1	41.1
K64 & 66 (excl.662)	Financial Services	41.2	41.2	41.3	41.3	41.3	41.4	41.3	41.3
K65 & 662	Insurance Services	40.1	40.1	40.1	40.1	40.1	40.1	40.1	40.0
L68	REAL ESTATE SERVICES	44.8	45.0	44.8	44.7	45.0	45.1	44.4	44.0
M69-75	PROFESSIONAL SERVICES	42.9	43.3	43.1	43.1	43.2	43.2	42.9	42.9
M69-70	Legal, Accounting & Management Services	41.2	41.3	41.4	41.4	41.4	41.5	41.5	41.5
M71	Architectural & Engineering Services	45.6	46.5	46.1	46.1	46.4	46.0	45.9	45.9
	Other Professional Services	42.0	42.0	42.3	42.4	42.7	42.5	41.6	41.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.4	46.6	46.8	47.1	46.9	46.9	46.1	46.4
N80	Security & Investigation	50.5	51.2	52.3	52.6	52.2	51.8	52.4	51.9
N81	Cleaning & Landscaping	43.8	44.0	44.3	44.3	44.4	44.5	44.0	44.8
	Other Administrative & Support Services	45.3	45.0	44.6	44.7	44.5	44.8	44.3	44.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.1	41.9	42.0	41.9	41.9	41.8	41.8
O84,P85	Public Administration & Education	41.5	41.6	41.4	41.5	41.5	41.3	41.2	41.2
Q86-88	Health & Social Services	41.9	42.0	41.9	41.9	41.8	41.8	41.9	42.0
R90-93	Arts, Entertainment & Recreation	44.2	44.0	43.7	43.6	43.7	43.8	43.6	44.1
S,T,U	Other Community, Social & Personal Services	42.9	42.9	42.8	43.0	43.0	43.0	42.1	41.9
A,B,D,E,V	OTHERS*	45.6	45.7	45.5	45.4	45.4	45.7	45.5	45.7

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)	2015	2016	2017	2017				Hours
				Mar	Jun	Sep	Dec	2018
				Mar	Jun	Sep	Dec	Mar
TOTAL	3.4	3.3	3.0	3.0	3.0	3.0	2.9	2.8
C10-32 MANUFACTURING	6.3	5.9	5.6	5.5	5.8	5.5	5.7	5.5
C10-12 Food, Beverages & Tobacco	4.0	4.0	4.0	3.9	4.2	3.9	3.9	3.4
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.4	5.2	5.3	5.2	5.4	5.7	5.0	5.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.6	2.7	2.5	2.4	2.5	2.4	2.5	2.4
C25,28 Fabricated Metal Products, Machinery & Equipment	7.6	6.8	6.6	6.9	6.6	6.3	6.7	6.7
C26 Electronic, Computer & Optical Products	4.3	4.7	4.6	4.2	4.4	4.6	5.2	4.2
C29-30 Transport Equipment	9.0	7.7	7.3	7.1	8.0	6.8	7.4	7.7
Other Manufacturing Industries	5.9	6.1	6.0	5.8	6.4	6.1	5.7	5.3
F41-43 CONSTRUCTION	7.6	7.7	6.6	6.9	6.6	6.6	6.5	6.4
G-U SERVICES	1.6	1.6	1.5	1.5	1.6	1.6	1.5	1.4
G46-47 WHOLESALE AND RETAIL TRADE	1.8	1.5	1.5	1.5	1.5	1.5	1.7	1.5
G46 Wholesale Trade	1.8	1.4	1.5	1.4	1.4	1.5	1.7	1.5
G47 Retail Trade	1.8	1.7	1.7	1.6	1.7	1.7	1.7	1.7
H49-53 TRANSPORTATION AND STORAGE	2.9	2.9	2.6	2.4	2.6	2.8	2.6	2.6
H49,5221 Land Transport & Supporting Services	3.3	3.2	2.8	3.0	2.8	2.8	2.7	2.7
H50,5222, 5225 Water Transport & Supporting Services	1.7	2.0	1.6	1.4	1.8	1.7	1.6	1.8
H51,5223 Air Transport & Supporting Services	2.1	2.6	2.0	1.7	1.8	2.7	1.7	1.9
Other Transportation & Storage Services	4.1	3.8	3.7	3.4	3.6	3.8	4.1	3.5
I55-56 ACCOMMODATION AND FOOD SERVICES	1.8	1.8	2.0	2.0	1.9	2.1	2.0	1.9
I55 Accommodation	2.6	2.4	2.4	2.4	2.3	2.5	2.5	2.3
I56 Food & Beverage Services	1.6	1.7	1.9	1.9	1.8	2.0	1.8	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	0.5	0.4
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	0.3	0.2	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	2.4	2.4	1.9	1.7
M69-75 PROFESSIONAL SERVICES	1.4	1.6	1.5	1.5	1.6	1.5	1.3	1.4
M69-70 Legal, Accounting & Management Services	0.5	0.5	0.5	0.5	0.4	0.5	0.5	0.6
M71 Architectural & Engineering Services	2.9	3.6	3.3	3.4	3.6	3.2	3.1	3.1
Other Professional Services	0.7	0.6	0.8	0.7	0.9	1.0	0.5	0.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	4.6	4.7	4.9	4.8	4.7	4.3	4.3
N80 Security & Investigation	9.1	9.3	9.8	9.9	9.7	9.2	10.3	10.2
N81 Cleaning & Landscaping	1.8	2.0	2.4	2.3	2.4	2.4	2.3	2.7
Other Administrative & Support Services	2.8	3.0	2.7	2.8	2.6	2.8	2.5	2.1
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	0.3	0.4	0.4
R90-93 Arts, Entertainment & Recreation	1.5	1.4	1.2	1.1	1.2	1.3	1.3	1.4
S,T,U Other Community, Social & Personal Services	1.5	1.0	1.1	1.1	1.2	1.1	1.1	1.1
A,B,D,E,V OTHERS*	3.0	3.1	3.0	2.9	2.9	3.2	2.9	3.0

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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

The survey covers private households in Singapore. It excludes workers living in construction worksites, dormitories and workers' quarters at the workplace and persons commuting from abroad to work in Singapore. Estimates of the total labour force are derived by combining data on residents (also known as locals) obtained from the survey with foreign employment data compiled from administrative records.¹

Concepts and Definitions

Unemployed persons refer to persons aged 15 years and over who did not work but were actively looking and available for work during the reference period. They include persons who were not working but were taking steps to start their own business or taking up a new job after the reference period.

Unemployment rate is defined as the percentage of unemployed persons to the labour force (i.e. employed and unemployed persons) aged 15 years and over.

Long-term unemployed persons refer to persons aged 15 years and over who have been unemployed for 25 weeks or more.

Long-term unemployment rate is defined as the percentage of long-term unemployed persons to the labour force.

Uses and Limitations

The unemployment rate is probably the best-known measure of the labour market. It measures unutilised labour supply and is useful in the study of the economic cycle as it is closely related to economic fluctuations.

Unemployment can have frictional, cyclical and structural elements. As it takes time for job seekers and employers to find a match, there is always a certain level of frictional unemployment due to people changing jobs and from new entrants looking for work for the first time. Unemployment can also be structural e.g. arising from a mismatch between the job seekers and the job openings available. With structural unemployment, even if job vacancies and job seekers coexist in the labour market, they may not be matched over a long period of time. Finally, unemployment can be cyclical. This occurs when there is a general decline in demand for manpower as aggregate demand for goods and services fall in the event of a cyclical downturn. Unlike structural and frictional unemployment where the problem is in matching job openings with job seekers, cyclical unemployment occurs when there are not enough jobs to go around.

Unemployment can vary due to changes in demand or supply of manpower. It can decline if more people succeed in securing employment or when the unemployed persons stop looking for a job and leave the labour force either temporarily (e.g. to take up training) or permanently (e.g. to retire). Conversely, unemployment may rise due to

¹ Population figures for each quarter will be finalised in the next quarter. Unemployment data are therefore subject to the latest available population estimates.

increase in labour supply from new entrants or re-entrants to the labour market. It will also rise if more people quit their jobs to look for alternative employment or if there is an increase in layoffs.

Unemployment rates by specific groups, defined e.g. by age and educational attainment are useful in identifying groups of workers most vulnerable to unemployment.

Employment

Source

Primarily from administrative records. The self-employed component is estimated from the Labour Force Survey.

Coverage

Employment data comprise all persons in employment i.e. employees and the self-employed. However, it excludes men who are serving their 2-year full-time national service liability in the Singapore Armed Forces, Police and Civil Defence Forces.

Data on the number of local (also known as resident) employees are compiled from the Central Provident Fund (CPF) Board's administrative records of active contributors, defined as local employees who have at least one CPF contribution paid for him/her. A local employee is a Singapore citizen or Permanent Resident who is employed by an employer under a contract of service or other agreement entered into in Singapore. Every local employee and his/her employer are required to make monthly contributions to the CPF. The CPF is a compulsory savings scheme that provides workers financial security in old age and helps meet the needs of healthcare, home-ownership, family protection and asset enhancement.

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

The number of self-employed residents is estimated from the Labour Force Survey. The self-employed comprises persons aged 15 years and over who are own account workers, employers or contributing family workers.

Concepts and Definitions

Employment change refers to the change in the number of persons who are in employment, derived by taking the difference in the employment level (i.e. number of employed persons) at the end of the reference period compared with the end of the preceding period. A positive change refers to the additional number of persons who are in employment, while a negative change refers to the decline in number of persons in employment.

Uses and Limitations

Analysis of employment change over time helps in understanding the impact of cyclical and structural changes in the economy on the demand for workers. In particular, the breakdown of employment by industry helps identify sectors where employment is growing or falling.

Conceptually, the change in employment over the reference period is the difference between people entering and exiting employment during the period. Users should not mistake an increase in employment as gross job creation i.e. the increase in employment in expanding establishments only.

Retrenchment

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

The number of retrenched persons (flow) should not be confused with persons unemployed (stock). Not all retrenched persons will be unemployed as some will re-enter into employment or decide to leave the labour force. If the persons have not found a new job and are actively looking and available for work, they join the pool of unemployed.

Re-entry into Employment

Source

Labour Market Survey and derived based on data from Central Provident Fund Board

Coverage

Information on retrenched resident workers is obtained from the Labour Market Survey. Before 2007, data pertain to residents retrenched from private sector establishments with at least 25 employees. From 2007 onwards, data also include residents retrenched from the public sector. With effect from the first quarter of 2010, the coverage is further expanded to include employees on term contracts which were terminated prematurely due to redundancy. The status of re-entry into employment of these workers is tracked using CPF records. Hence, it does not capture retrenched workers who went into self or informal employment or undergo training while looking for a job.

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

Concepts and Definitions

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

Uses and Limitations

This indicator measures the prospects of re-entry into employment of retrenched workers. It allows us to identify vulnerable workers who find it difficult to secure re-entry into employment after layoff.

A low re-entry rate could also be the result of workers taking a break from the labour force rather than a weak job market. An analysis of the change in re-entry rate over time should therefore be made in the context of other indicators on the labour market. Also, the indicator could be cohort-specific. Even if the state of the labour market is unchanged, two different cohorts of workers could yield different re-entry rates, depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who went into self or informal employment or undergo training while looking for a job.

Job Vacancy

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Job vacancy refers to the number of unfilled posts which an establishment is actively recruiting employees from outside the establishment. They exclude:

- a) Positions for which the employees have been appointed, but have not yet commenced duty;
- b) Positions open only to internal transfers or promotions.

Recruitment action to fill a post includes advertising in newspapers, posting notices on the internet (e.g. on online job banks), making word-of-mouth announcements, soliciting employees through employment agencies or job fairs, contacting or interviewing job applicants.

Job vacancy rate for a quarter is defined as the number of job vacancies divided by the demand for manpower at the end of the quarter. The demand for manpower is defined as the sum of the number of employees and job vacancies at the end of the quarter. The annual figures are the simple averages of the quarterly figures.

Job vacancy to unemployed ratio is calculated by taking the ratio of the estimates of the total number of job vacancies for the whole economy to the total number of unemployed persons. The job vacancies for the whole economy is estimated based on the assumption that private sector establishments with less than 25 employees have the same vacancy rate as private establishments with 25-49 employees. Estimates on the total number of unemployed persons are obtained from the Labour Force Survey.

Uses and Limitations

Job vacancy statistics measure unmet demand for manpower and are useful for assessing changes in the manpower demand over time. They enable users to identify industries and occupations where employers are seeking workers. This can have operational use e.g. in improving vocational guidance and helping job seekers and employers make more informed choices.

Data on job vacancies can assist in pinpointing emerging labour shortages. To identify labour shortages, trends in vacancy data would have to be evaluated together with other labour market indicators as well as background information on the occupations and factors affecting demand and supply of workers. This is because persistent job vacancies may indicate either real shortages or factors such as low wages, poor working conditions and unrealistic hiring specifications.

Labour Turnover

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Average monthly recruitment rate during a quarter is defined as the average number of persons recruited in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Average monthly resignation rate during a quarter is defined as the average number of persons who resigned in a month during the quarter divided by the average number of employees in the establishment. The annual figures are the simple averages of the quarterly figures.

Uses and Limitations

In good times when job openings are plentiful, recruitment and resignation rates tend to be high reflecting movement of workers between jobs. In periods of economic downturn, high layoffs are usually coupled with low resignation and recruitment rates.

The resignation rates by industry are valuable to employers for comparing their staff turnover against the industry norm. Low resignation rate in a company relative to the industry average is usually considered to be an indicator of good labour-management relations. Labour turnover also reflects the unique labour market dynamics of the

various industries. For example, accommodation and food services typically have higher turnover rates because of their heavy reliance on temporary and part-time workers to cope with seasonal fluctuations in demand.

Paid Hours Worked

Source

Labour Market Survey

Coverage

Before 2006, the survey covers private establishments with at least 25 employees. From 2006 onwards, the survey also includes the public sector comprising government ministries, organs of state and statutory boards.

Concepts and Definitions

Total paid hours worked refers to the total number of paid hours worked during a week by an employee. It is the sum of standard hours and paid overtime hours worked.

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Mar 18	60,900	3,200	5.2%	54,700	67,100
Resident Unemployment Rate	Mar 18	2.7%	0.14%-pt	5.2%	2.4%	3.0%
JOB VACANCY						
Job Vacancy Number	Mar 18	52,100	600	1.2%	50,900	53,400
Job Vacancy Rate	Mar 18	2.5%	0.03%-pt	1.2%	2.5%	2.6%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	1Q 18	2.2%	0.02%-pt	1.0%	2.2%	2.3%
Average Monthly Resignation Rate	1Q 18	1.8%	0.02%-pt	1.0%	1.8%	1.8%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 18	2.8	0.03	1.1%	2.8	2.9

Note: Data are non-seasonally adjusted.

FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT FIRST QUARTER 2018

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
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