

# Labour Market Report

## Third Quarter

### 2018



MINISTRY OF  
MANPOWER

Manpower Research  
and Statistics Department

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LABOUR MARKET REPORT THIRD QUARTER 2018

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**Notations**

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

**Abbreviations**

CPF	: Central Provident Fund
EDB	: Economic Development Board
excl	: Excluding
FDW	: Foreign Domestic Workers
ILO	: International Labour Organisation
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
OECD	: Organisation for Economic Co-operation and Development
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
SSIC	: Singapore Standard Industrial Classification

# Labour Market Report Third Quarter 2018

## Unemployment

Unemployment rates among residents and citizens held steady

Unemployment rate (%), seasonally adjusted

● Overall ● Resident ● Citizen



Unemployed persons



**66,000 Residents**  
Sep 2018



**58,200 Citizens**  
Sep 2018

Resident long-term unemployment rate declined

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

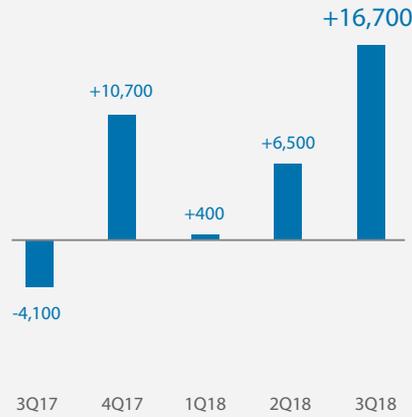


## Employment

Total employment grew at a faster pace

Employment change (excl. FDW)

Employment level (excl. FDW)



**3,446,300**  
Sep 2018

## Retrenchment

Retrenchments lower than past quarter and a year ago

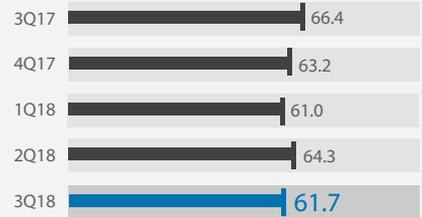
Retrenched employees



## Re-entry into Employment

Rate of re-entry into employment declined

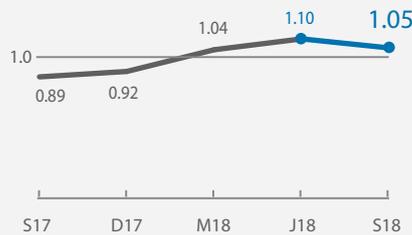
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



## Job Vacancy

Ratio of job vacancies to unemployed persons dipped

Ratio of job vacancies to unemployed persons, seasonally adjusted



## Labour Turnover

Less turnover activity over the quarter

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



## HIGHLIGHTS

- Similar to findings from the Labour Market Advance Release, the labour market showed further signs of improvement in the third quarter of 2018 compared to the second quarter of 2018. Total employment grew at a faster pace. The resident long-term unemployment rate declined, while their unemployment rate held steady. Fewer workers were retrenched. However, re-entry rates declined, after rising in the previous quarter. The tightening of the labour market may have also started to ease. The ratio of job vacancies to unemployed persons dipped, although there continues to be more vacancies than job seekers. The recruitment rate also declined, after holding steady in past quarters. This suggested some caution in hiring.
- The decline in the seasonally adjusted resident long-term unemployment rate from June 2018 (0.7%) to September 2018 (0.6%) suggests reduced difficulties in securing employment as economic conditions improved. Over the same period, the resident (2.9%) and citizen (3.0%) unemployment rates held steady, and rose slightly at the overall (from 2.0% to 2.1%).
- Total employment (excluding foreign domestic workers (FDW)) grew at a faster pace in the third quarter of 2018 (16,700). This was more than double the increase in the previous quarter (6,500), and was the highest quarterly growth since the fourth quarter of 2014 (38,300). Growth was led by higher-skilled sectors such as professional services, information & communications, community, social & personal services and financial & insurance services.
- Fewer workers were retrenched in the third quarter of 2018 (2,860), compared to the previous quarter (3,030) and a year ago (3,400). However, the six-month re-entry rate among retrenched residents declined over the quarter, due to those previously employed in clerical and production & related jobs.
- The tightening of the labour market may have started to ease. The seasonally adjusted ratio of job vacancies to unemployed persons dipped from June 2018 (1.10) to September 2018 (1.05), although there continues to be more vacancies than job seekers. The dip in ratio was due to an increase in the overall number of unemployed, and a slight decline in total vacancies for the whole economy.

## Overview

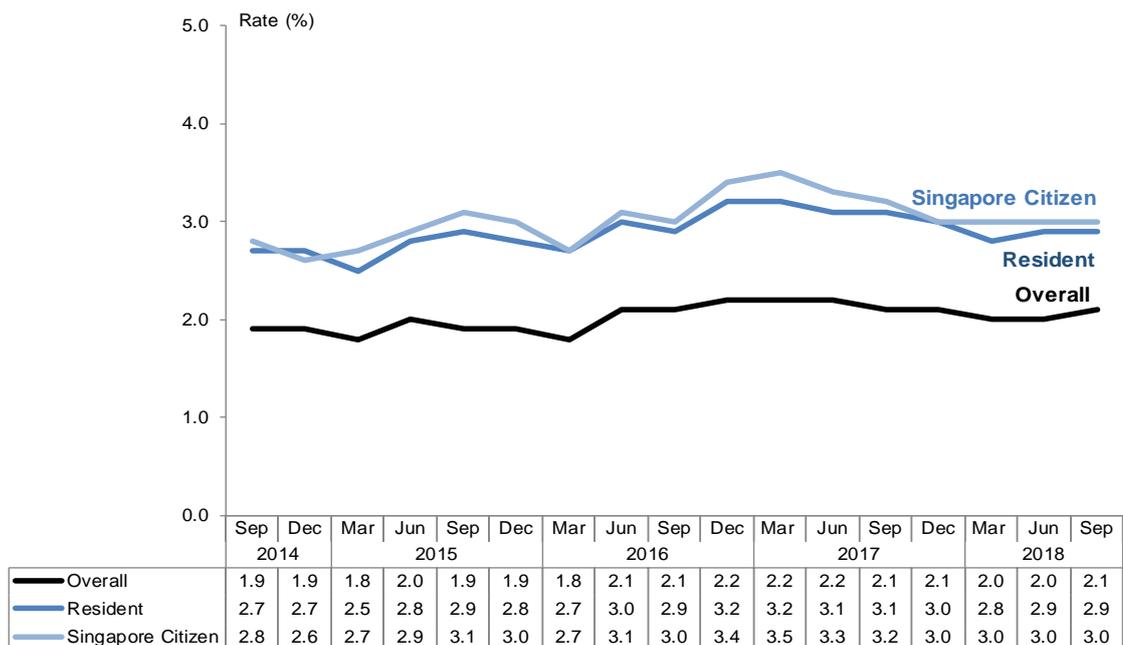
Similar to findings from the Labour Market Advance Release, the labour market showed further signs of improvement in the third quarter of 2018 compared to the second quarter of 2018. Total employment grew at a faster pace. The resident long-term unemployment rate declined, while their unemployment rate held steady. Fewer workers were retrenched. However, re-entry rates declined, after rising in the previous quarter. The tightening of the labour market may have also started to ease. The ratio of job vacancies to unemployed persons dipped, although there continues to be more vacancies than job seekers. The recruitment rate also declined, after holding steady in past quarters. This suggested some caution in hiring.

## Unemployment

**Unemployment rates among residents and citizens held steady**

The seasonally adjusted unemployment rate among residents (2.9%) and citizens (3.0%) held steady from June 2018 to September 2018, while the overall unemployment rate rose slightly (from 2.0% to 2.1%). All rates remained at or below those seen in September last year. However, they were slightly higher compared to the two-year lows observed in March this year, reflecting a continued inflow of job seekers into the labour market.

**Chart 1** Unemployment Rate (Seasonally Adjusted)

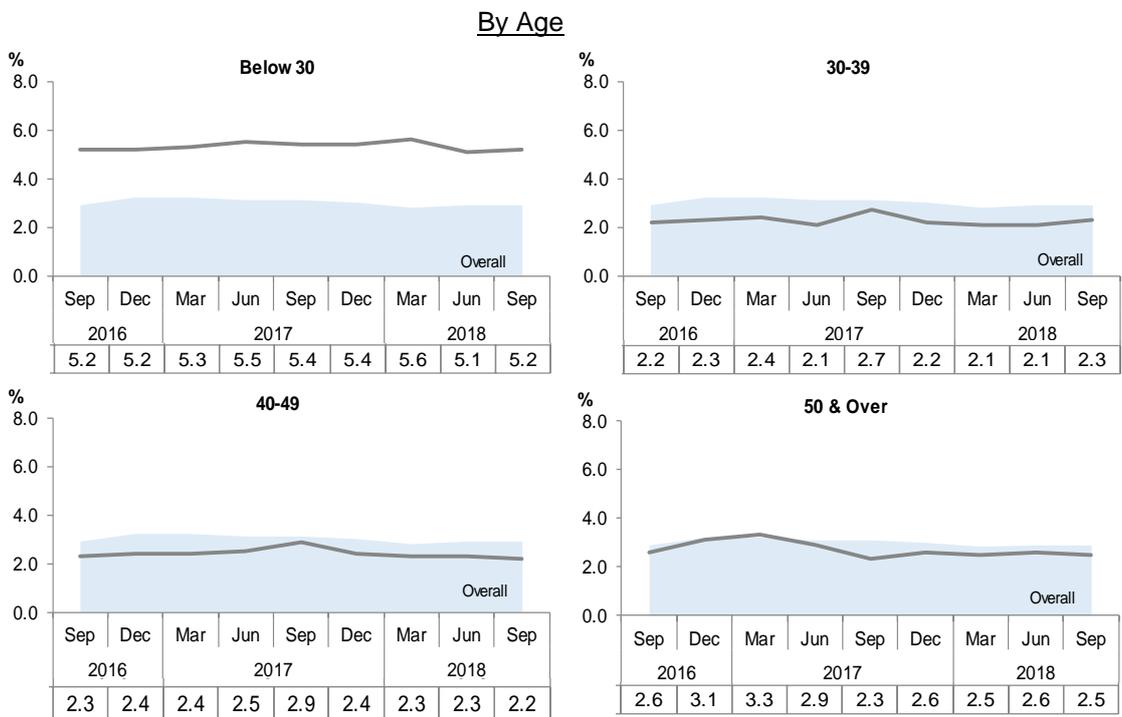


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

66,000 residents, including 58,200 citizens, were unemployed in September 2018, slightly below the levels in June 2018 (residents: 66,600, citizens: 59,000).<sup>1</sup>

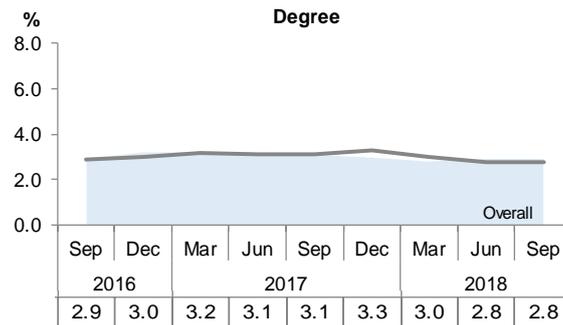
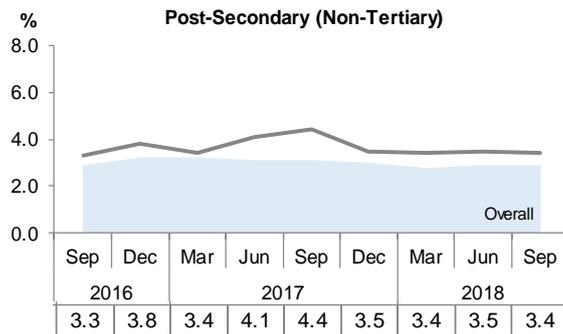
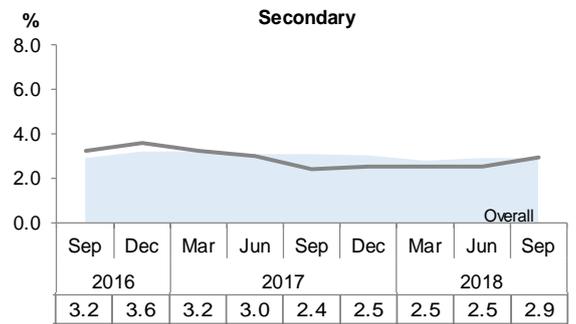
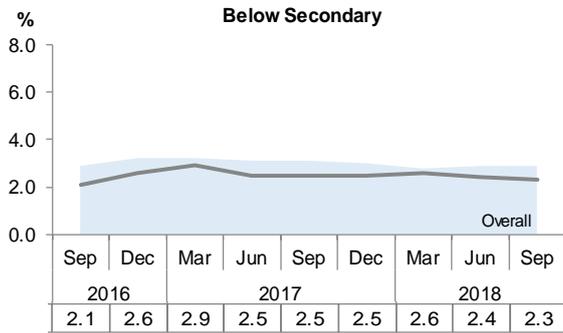
For most age and education groups, unemployment rates either fell or were unchanged over the quarter. The exceptions were residents aged below 40, as well as those with secondary qualifications.

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



<sup>1</sup> Based on seasonally adjusted data on number of unemployed persons.

**By Education**



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

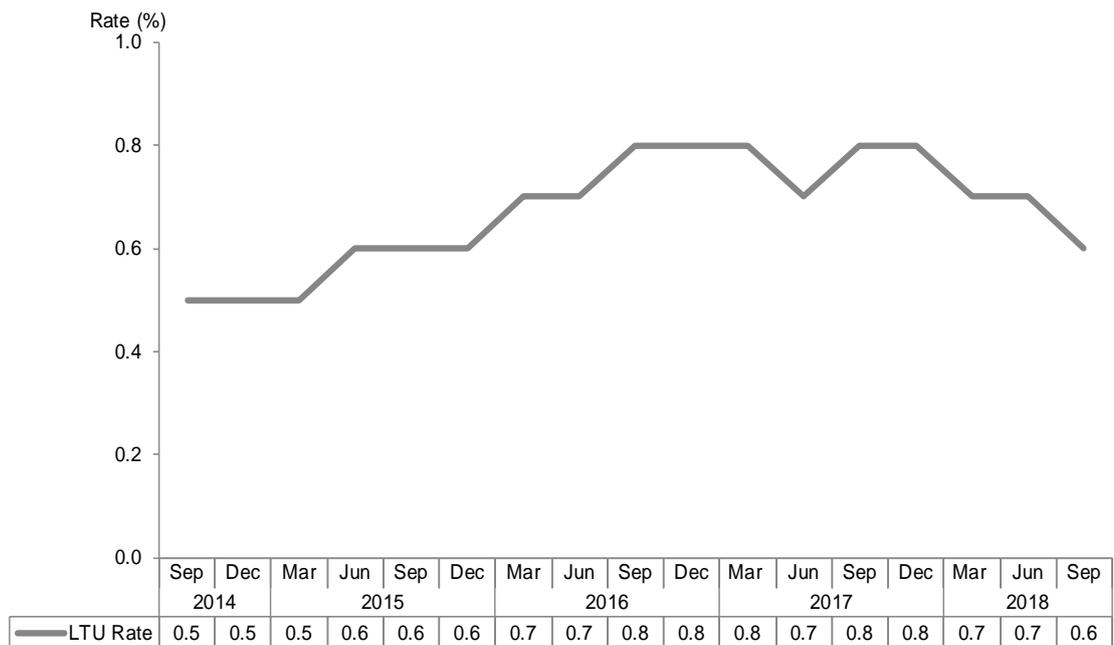
### Resident long-term unemployment rate declined

The seasonally adjusted resident long-term unemployment rate<sup>2</sup> declined from 0.7% in June 2018 to 0.6% in September 2018, suggesting reduced difficulties in securing employment as economic conditions improved.

All age and education groups saw a decline in long-term unemployment rate, except for those with diploma & professional qualifications, whose rate was unchanged over the quarter. In particular, for groups with increased unemployment rate, their fall in long-term unemployment rate suggests that more were engaged in job search, rather than facing difficulties in looking for work.

While the long-term unemployment rate of residents aged 50 & over declined over the quarter, it remained the highest among all age groups, reflecting their greater vulnerability.

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



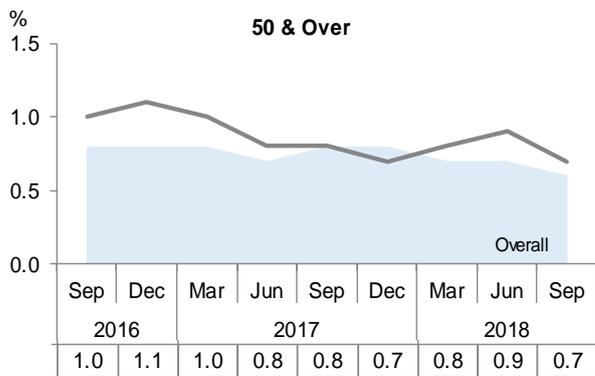
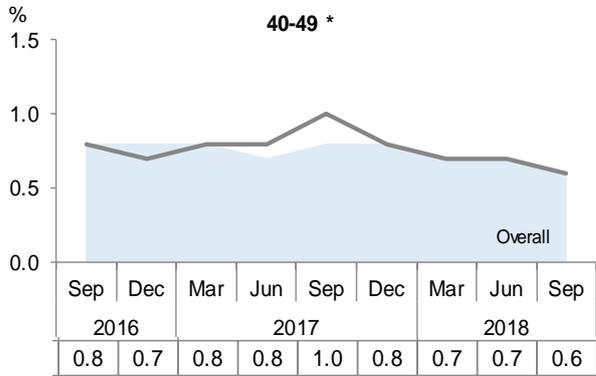
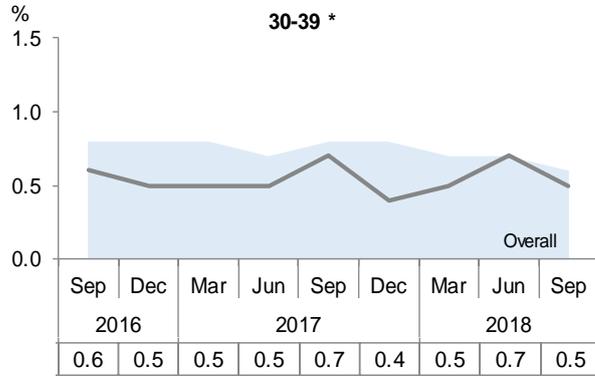
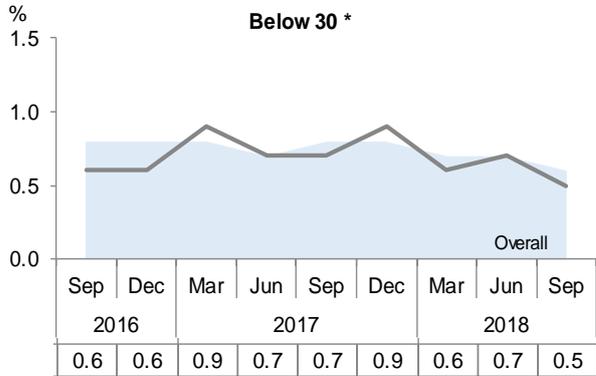
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

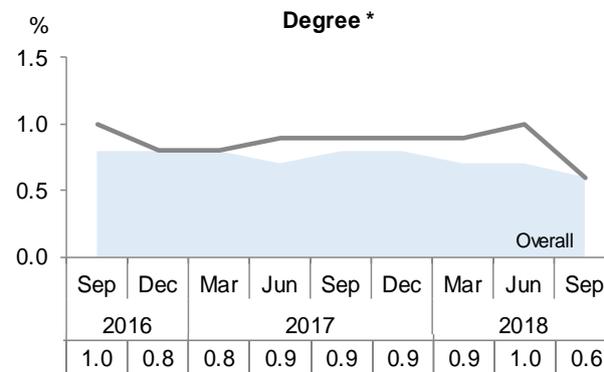
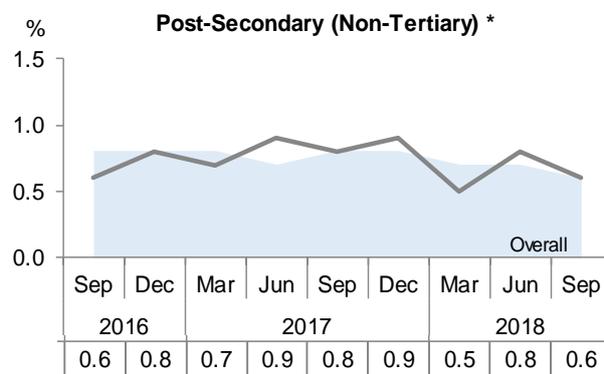
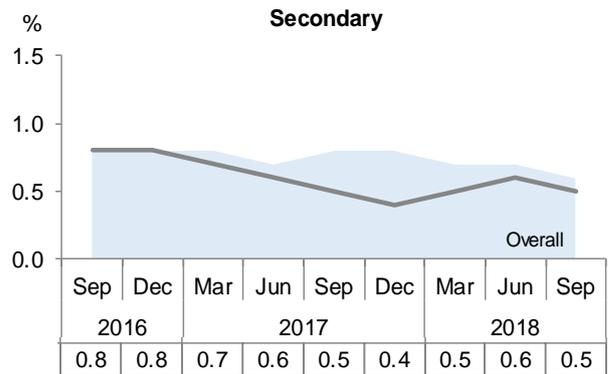
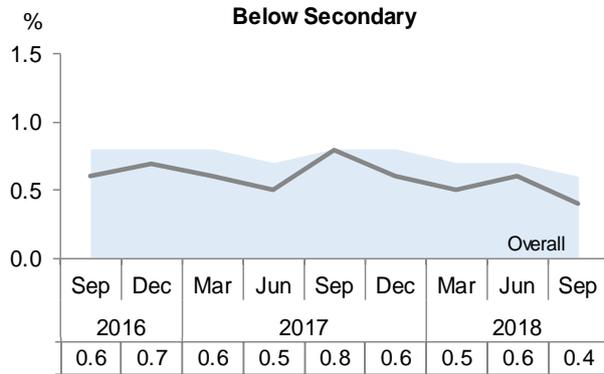
<sup>2</sup> The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

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

By Age



**By Education**



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

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.

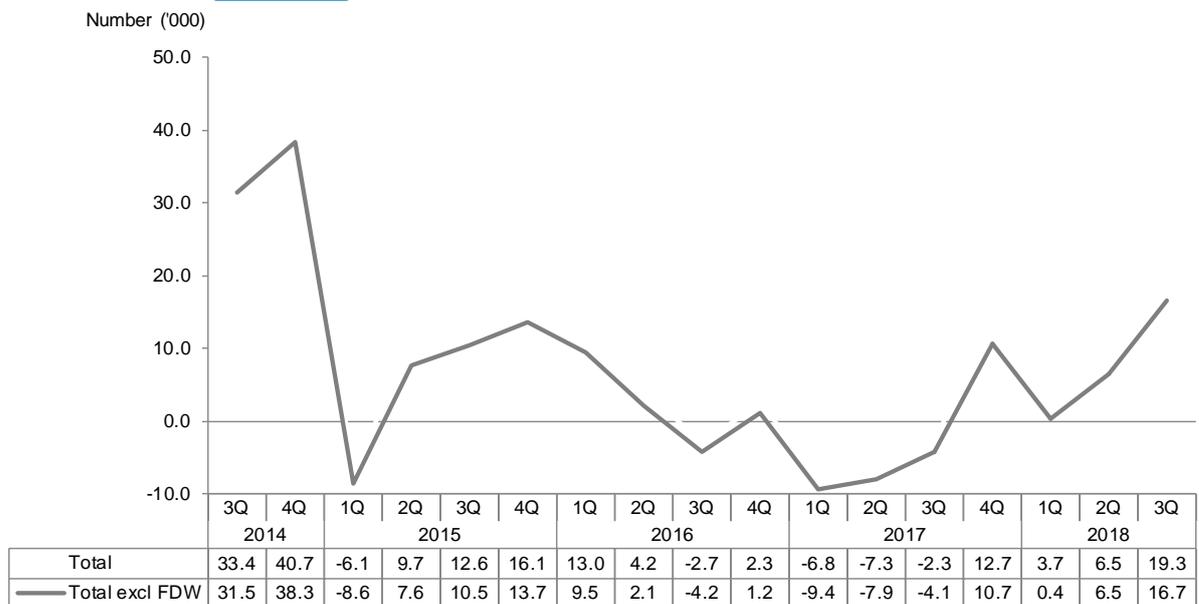
## Employment

**Total employment grew at a faster pace**

Total employment (excluding foreign domestic workers (FDW)) grew at a faster pace in the third quarter of 2018 (16,700). This was more than double the increase in the previous quarter (6,500), and was the highest quarterly growth since the fourth quarter of 2014 (38,300). Cumulatively for the first three quarters of 2018, total employment (excluding FDW) grew by 23,600, a contrast to the contraction of 21,400 in 2017.

Services was the main driver of total employment growth in the third quarter of 2018 (13,800 excluding FDW), led by higher-skilled sectors such as professional services (3,400), information & communications (3,100), community, social & personal services (2,500) and financial & insurance services (2,500, mostly in financial services).

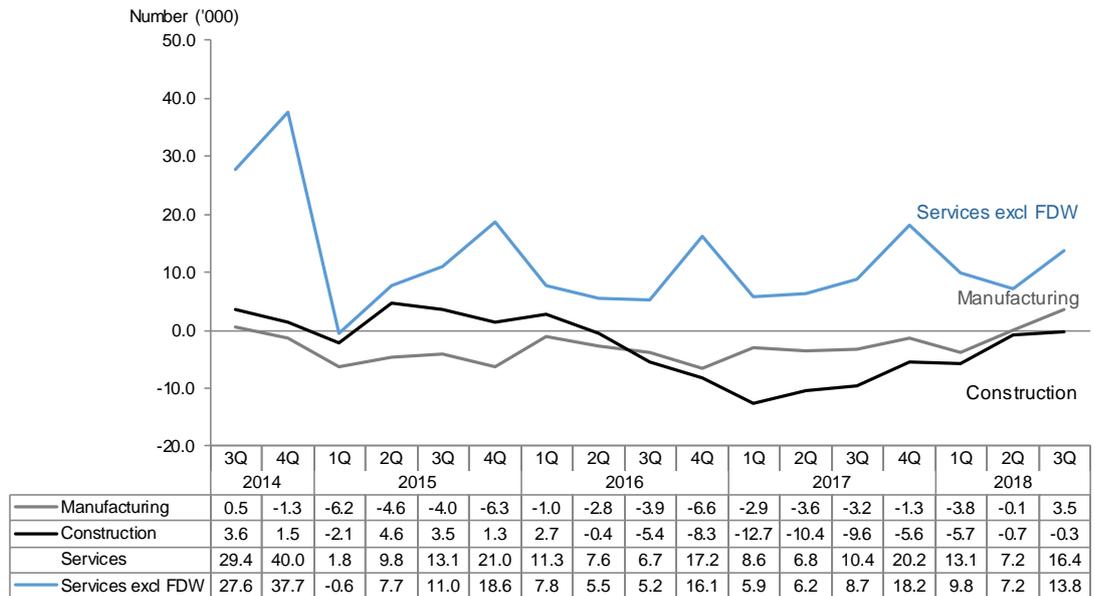
**Chart 5** Employment Change



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 2015.

Total employment also rose in manufacturing (3,500), after sustained declines since the fourth quarter of 2014. Within manufacturing, the employment increases were mainly seen in electronics (1,600), transport equipment (1,500) and petroleum, chemical & pharmaceutical products (1,300). Although employment in construction continued to contract in the third quarter of 2018 (-300), the decline has eased considerably from the preceding quarters.

The main industries contributing to total employment growth in the first three quarters of 2018 were broadly similar to those in the third quarter of 2018. The sectoral increases outweighed declines in domestically-oriented services sectors of retail trade (-5,100) and food & beverage services (-1,700). Nonetheless, hiring in these sectors is expected to pick up in the fourth quarter of 2018 amid the festive season.<sup>3</sup> Employment also declined in manufacturing (-400) and construction (-6,700), largely reflecting the contraction in the earlier half of the year.

<sup>3</sup> A net weighted balance of +35% and +17% of firms in retail trade and food & beverage services expected to increase hiring in the fourth quarter of 2018. Source: Business Expectations (Services Sector), Fourth Quarter 2018, Department of Statistics, MTI.

Table 1 Total Employment Change By Industry

	In Thousands									Employment Level
	Quarterly Change							Cumulative Change		
	2017				2018			2017	2018	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	1Q-3Q	1Q-3Q	Sep 18
Total	-6.8	-7.3	-2.3	12.7	3.7	6.5	19.3	-16.4	29.4	3,698.9
<i>Total (excl FDW)</i>	-9.4	-7.9	-4.1	10.7	0.4	6.5	16.7	-21.4	23.6	3,446.3
Manufacturing	-2.9	-3.6	-3.2	-1.3	-3.8	-0.1	3.5	-9.6	-0.4	489.6
Construction	-12.7	-10.4	-9.6	-5.6	-5.7	-0.7	-0.3	-32.7	-6.7	445.1
Services	8.6	6.8	10.4	20.2	13.1	7.2	16.4	25.8	36.7	2,737.1
<i>Services (excl FDW)</i>	5.9	6.2	8.7	18.2	9.8	7.2	13.8	20.8	30.9	2,484.5
Wholesale & Retail Trade	-4.9	-1.7	-0.1	4.9	-1.8	-1.7	1.1	-6.7	-2.5	487.6
Transportation & Storage	1.4	2.0	0.5	3.3	2.0	2.6	1.7	3.8	6.3	258.5
Accommodation & Food Services	-0.3	-0.4	1.2	2.9	-1.1	-1.6	1.0	0.6	-1.7	253.1
Information & Communications	1.0	1.1	1.0	0.9	1.2	2.4	3.1	3.1	6.8	140.9
Financial & Insurance Services	1.6	1.5	2.1	-0.6	2.2	1.7	2.5	5.1	6.4	195.0
Real Estate Services	0.3	-	0.5	0.9	-	-	-	0.8	0.1	86.3
Professional Services	0.5	-0.1	1.8	0.8	1.2	1.4	3.4	2.2	5.9	243.8
Administrative & Support Services	1.3	2.5	-0.4	3.1	2.0	0.4	-1.5	3.4	0.8	241.5
Community, Social & Personal Services	7.8	2.0	3.7	4.1	7.4	2.1	5.1	13.5	14.6	830.4
<i>Community, Social &amp; Personal Services (excl FDW)</i>	5.1	1.4	2.0	2.1	4.1	2.1	2.5	8.4	8.8	577.8
Others	0.2	-0.2	0.1	-0.6	0.1	-	-0.3	0.1	-0.2	27.0

Source: Administrative Records and Labour Force Survey, Manpower Research &amp; 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.
- (8) The industries are classified based on SSIC 2015.

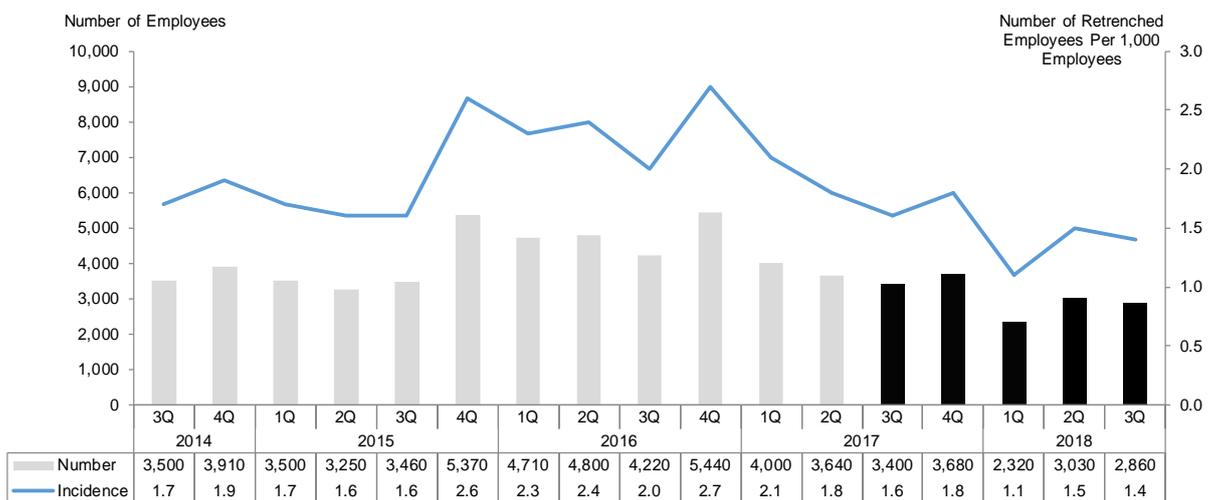
## Retrenchment

**Fewer retrenchments compared with past quarter and a year ago**

Fewer workers were retrenched in the third quarter of 2018 (2,860), compared to the previous quarter (3,030) and a year ago (3,400). The decline over the quarter was observed in construction, while manufacturing and services posted broadly similar levels of retrenchments. In the third quarter of 2018, retrenchments were led by fabricated metal products, machinery & equipment <sup>4</sup> (14%), wholesale trade (13%) and financial services (11%).

Business restructuring and reorganisation remained the top reason for retrenchment, accounting for 60% of total retrenchments. On the other hand, retrenchments due to recession and poor business declined.

**Chart 7** Retrenchments



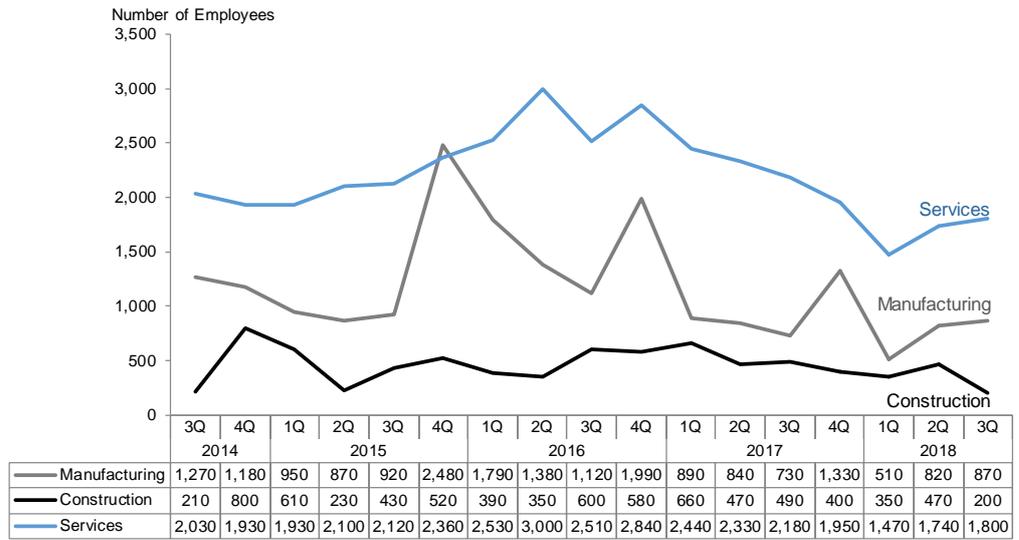
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

**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.

<sup>4</sup> The sector also saw a decline in total employment in the third quarter of 2018. High cost was the main reason for retrenchments this quarter.

**Chart 8** Retrenchments By Sector



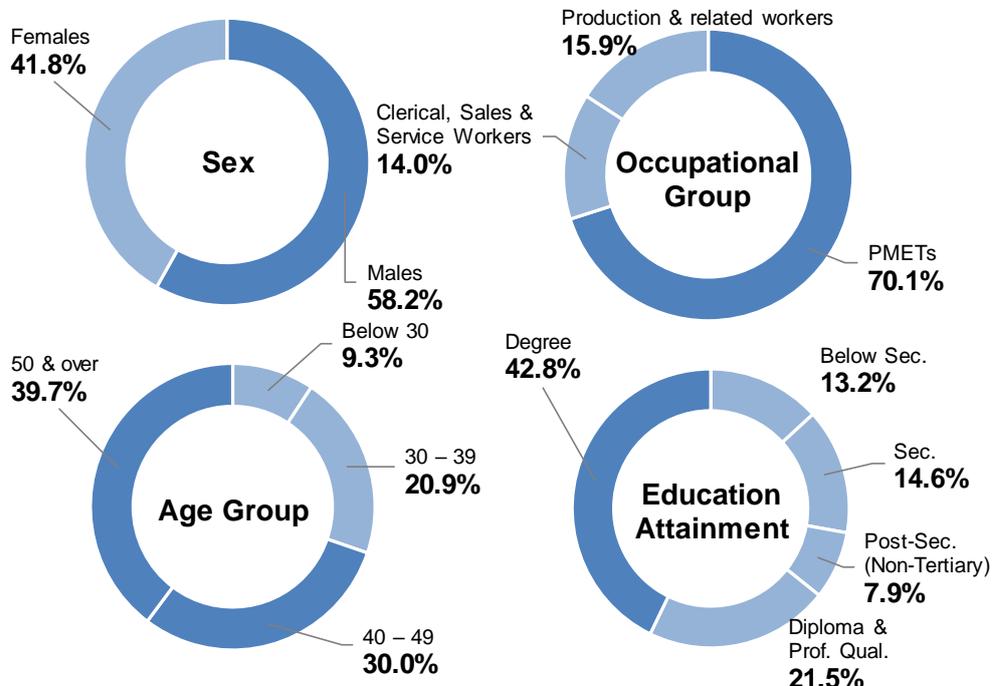
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

Among the retrenched residents, majority were Professionals, managers, executives & technicians (PMETs) (70%), and they continued to be over-represented relative to their overall workforce composition.

**Chart 9** Profile Of Retrenched Residents, Third Quarter 2018



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

Notes:

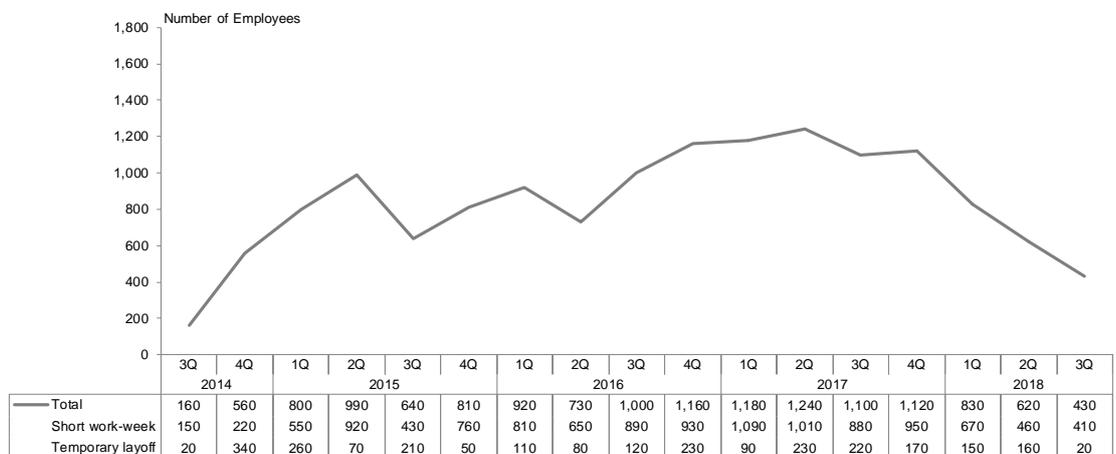
- (1) Data on retrenched residents pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to the total due to rounding.

**Number of employees on short work-week/temporary layoff continued to decline**

Continuing the downtrend, fewer employees were placed on short work-week or temporary layoff in the third quarter of 2018 (430). Those on temporary layoff declined to a four-year low (20), while the number on placed on short work-week edged down as well (from 460 to 410).

Affected employees were mainly from services (44%) and manufacturing (40%), followed by construction (16%). By occupation, half of the employees (48%) were production & related workers, while the remaining were clerical, sales & service workers (32%) and PMETs (20%).

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



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

**Notes:**

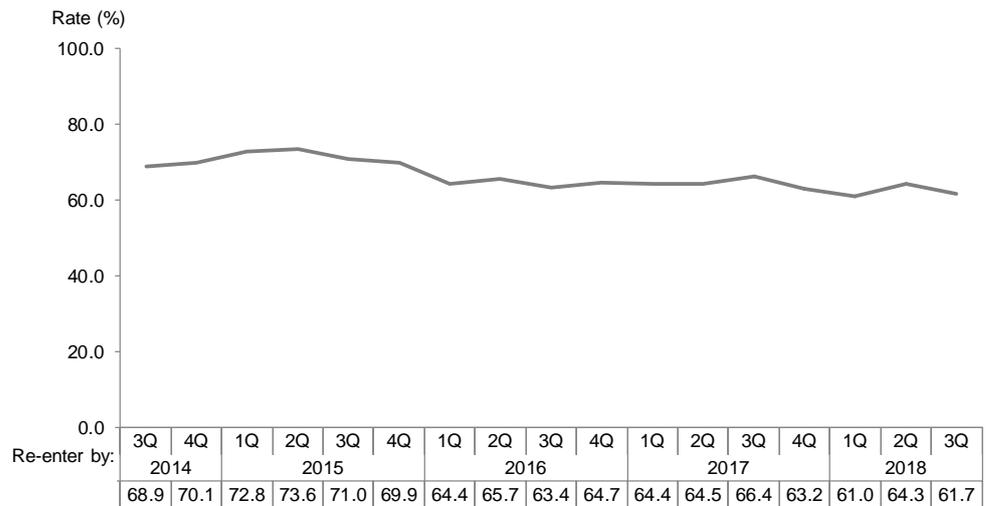
- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

## Re-entry Into Employment

### *Rate of re-entry into employment declined*

The six-month re-entry rate among retrenched residents in the third quarter of 2018 (62%) was lower than the second quarter (64%), and similar to the first quarter (61%). The decline was due to those previously employed in clerical and production & related jobs. Lower re-entry rates were also observed across all age groups.

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

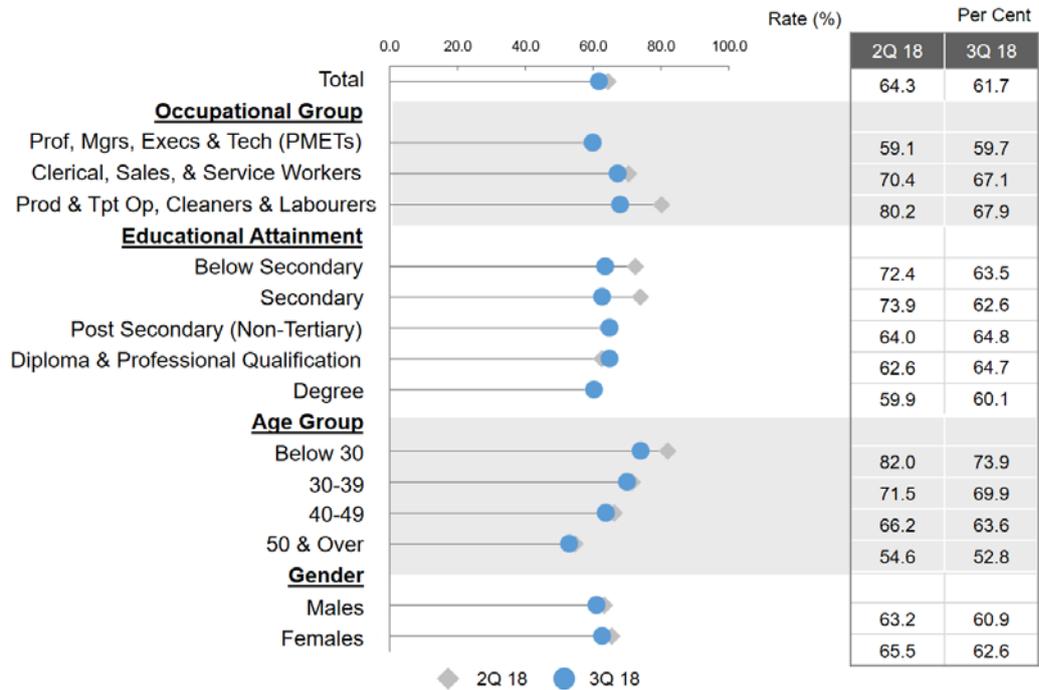


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

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

## Job Vacancy

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### *Ratio of job vacancies to unemployed persons dipped*

The tightening of the labour market may have started to ease. Even though there continues to be more vacancies than job seekers for the third consecutive quarter, the seasonally adjusted ratio of job vacancies to unemployed persons dipped, from 1.10 in June 2018 to 1.05 in September 2018. This was due to an increase in the overall number of unemployed, and a slight decline in total vacancies for the whole economy.

The decline in vacancies for the whole economy reflects a fall in the estimated vacancies among small establishments.<sup>5</sup> This outweighed the increase in job openings among private sector establishments with at least 25 employees and the public sector. This number has been on an uptrend since June 2017, albeit at a slower pace, to reach 58,500 in September 2018.

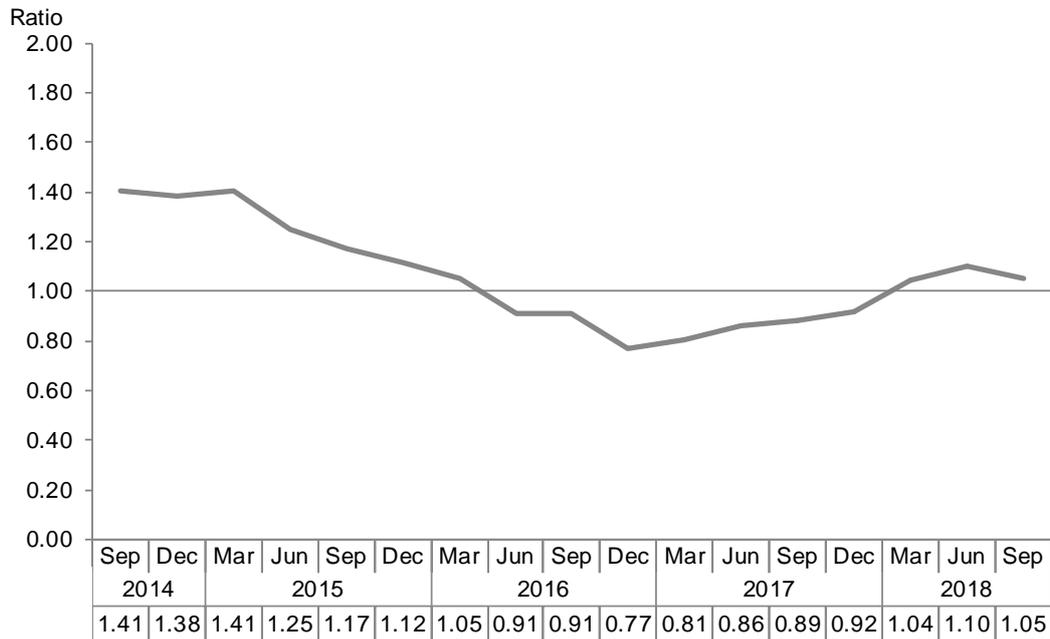
PMETs formed the bulk of the increase in job vacancies over the year (+7,600), led by higher-skilled industries such as information & communications (+1,200), financial services (+1,100) and professional services (+1,100). Non-PMET openings also rose (+2,600, mostly for production & related workers), more than half of which came from construction (+1,900).

In September 2018, half of the vacancies were for PMETs (53%), with clerical, sales & service workers (23%) and production & related workers (24%) contributing equally to the remaining vacancies.

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<sup>5</sup> These are private sector firms with less than 25 employees. Their seasonally adjusted vacancies, based on the vacancy rate for firms with 25-49 employees, was estimated to have declined from 26,000 in June 2018 to 22,900 in September 2018.

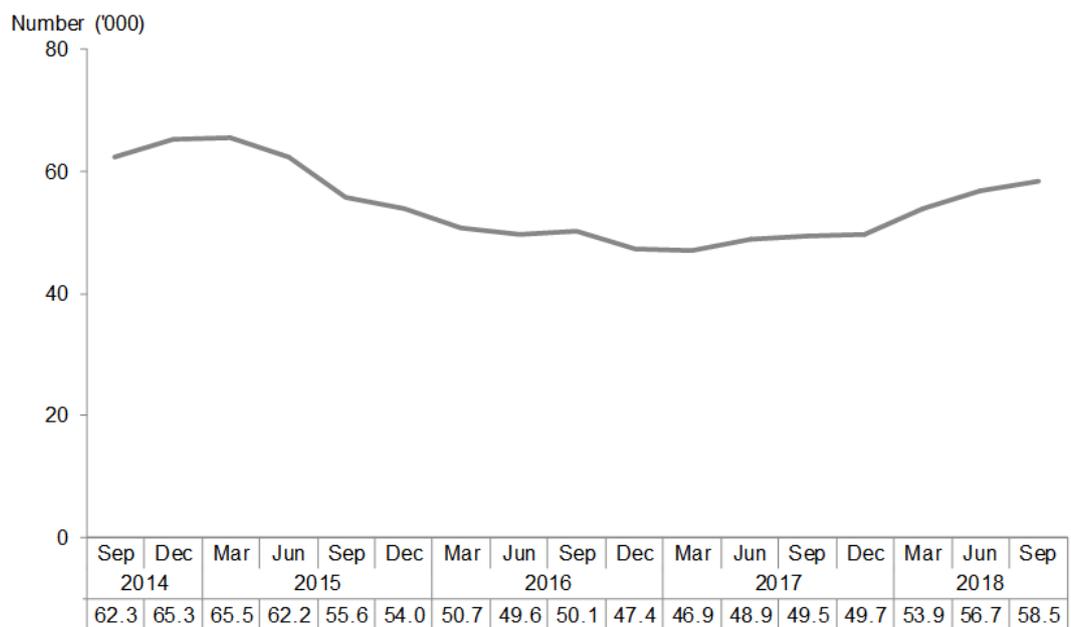
**Chart 13** Ratio Of Job Vacancies To Unemployed Persons (Seasonally Adjusted)



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.

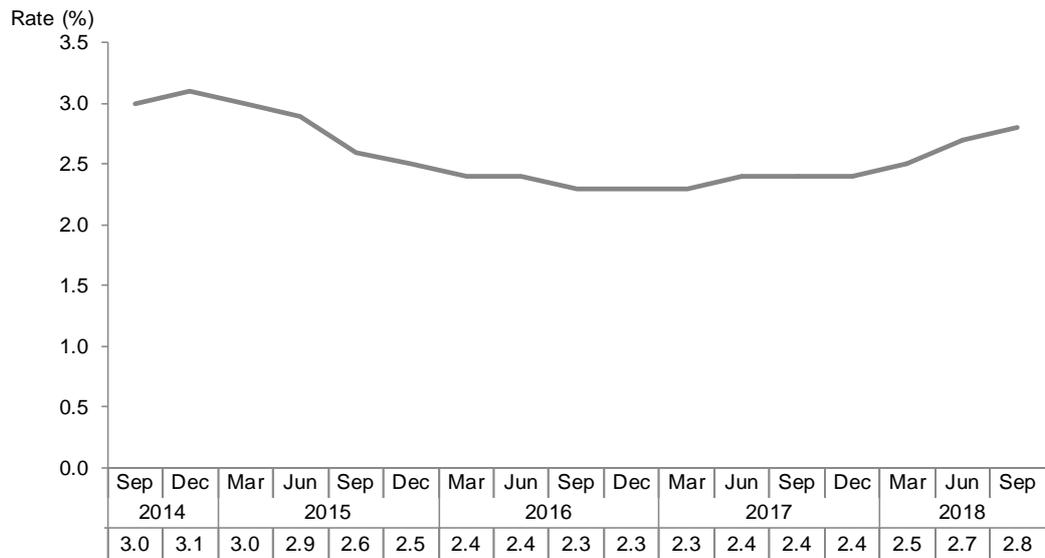
**Chart 14** Job Vacancy (Seasonally Adjusted)



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 15** 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.

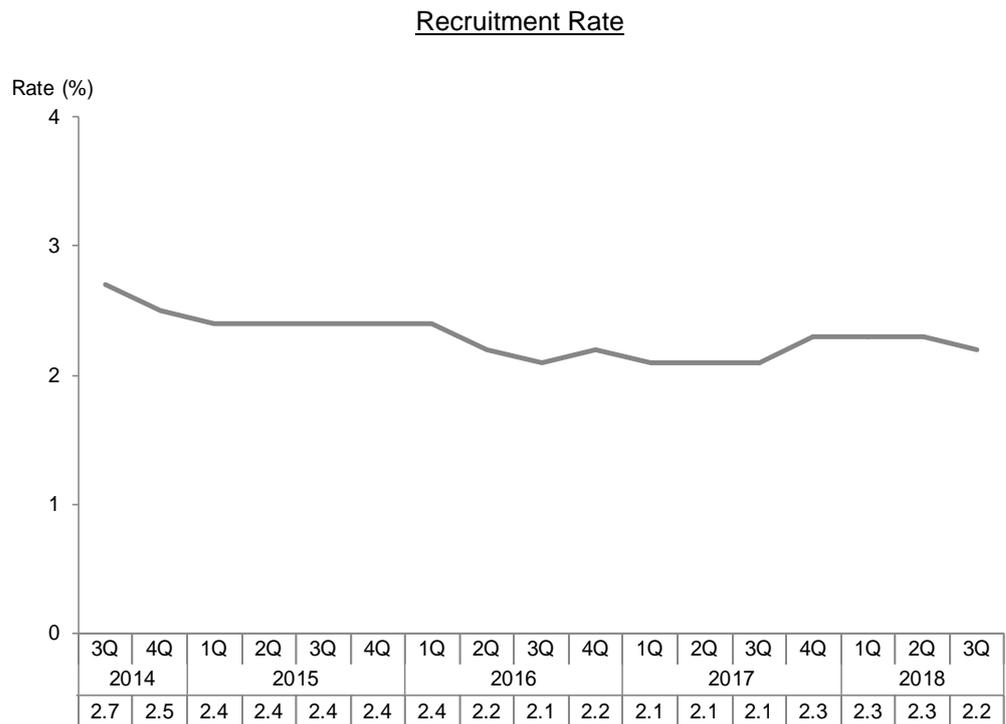
## Labour Turnover

### Less turnover activity over the quarter

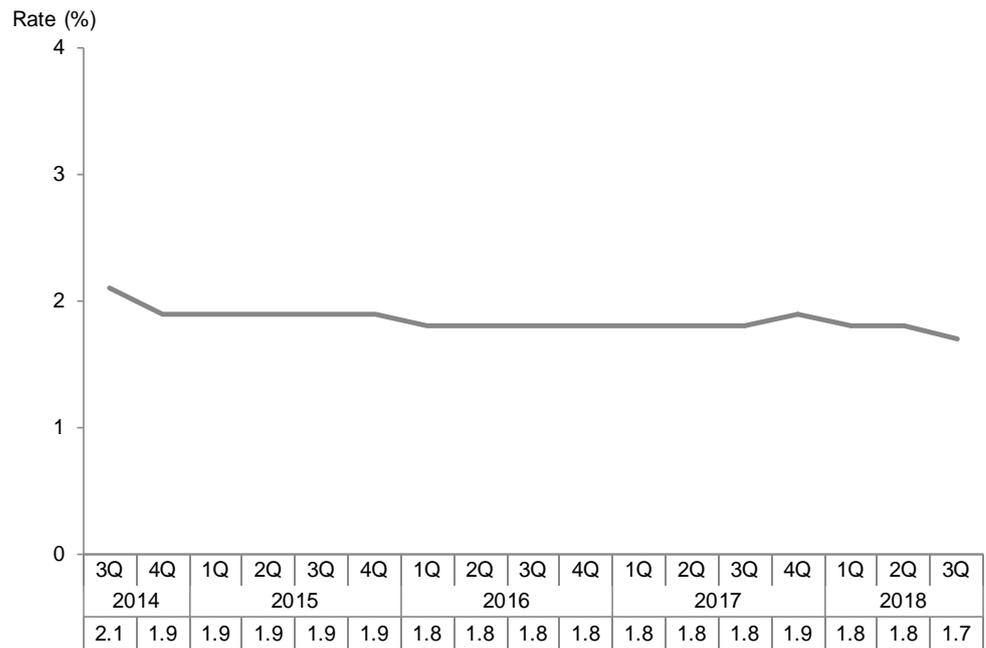
In the third quarter of 2018, the seasonally adjusted recruitment and resignation rates eased from a quarter ago. The decline in recruitment rate suggests some caution in hiring.

However, hiring activity remained higher than the same period a year ago. Recruitment rates were higher across most industries, with larger increases observed in real estate services, cleaning & landscaping, construction and higher-skilled industries such as financial services and professional services. Resignation rate declined over the year, led by food & beverage services and administrative & support services. Nonetheless their resignation rates remained higher than other industries, reflecting a higher reliance on non-permanent employees.

**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.

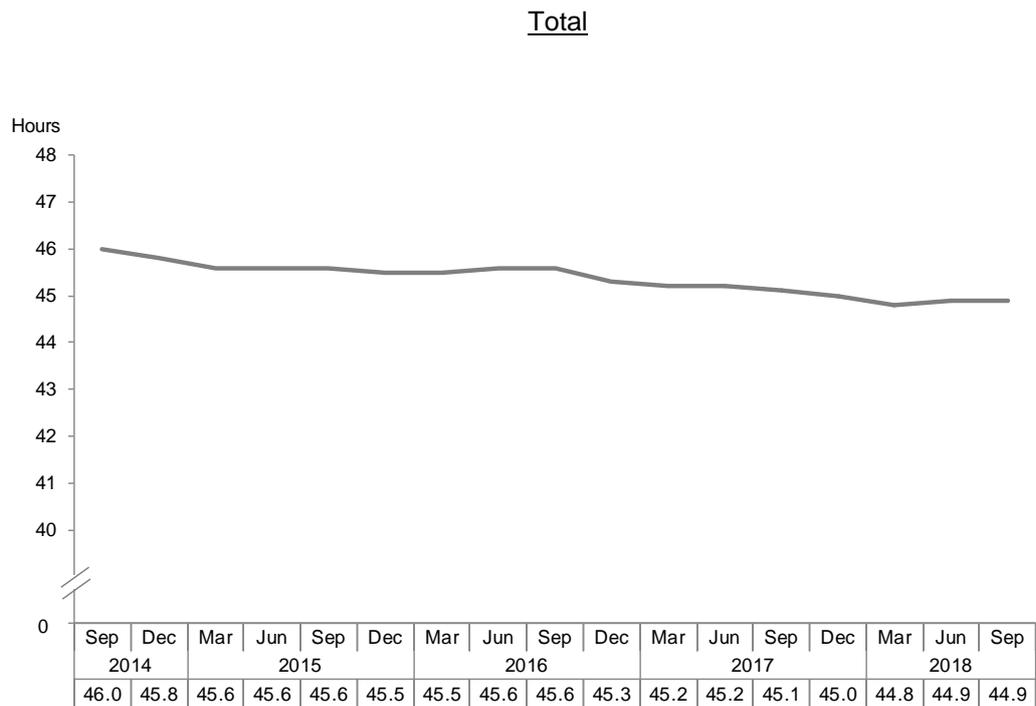
## Hours Worked

***Paid hours worked per employee was unchanged***

The average total weekly paid hours worked<sup>6</sup> per employee was unchanged at 44.9 hours in September 2018, after a brief uptick a quarter ago. Nevertheless, hours worked remained lower than a year ago (total 45.1; overtime: 3.0).

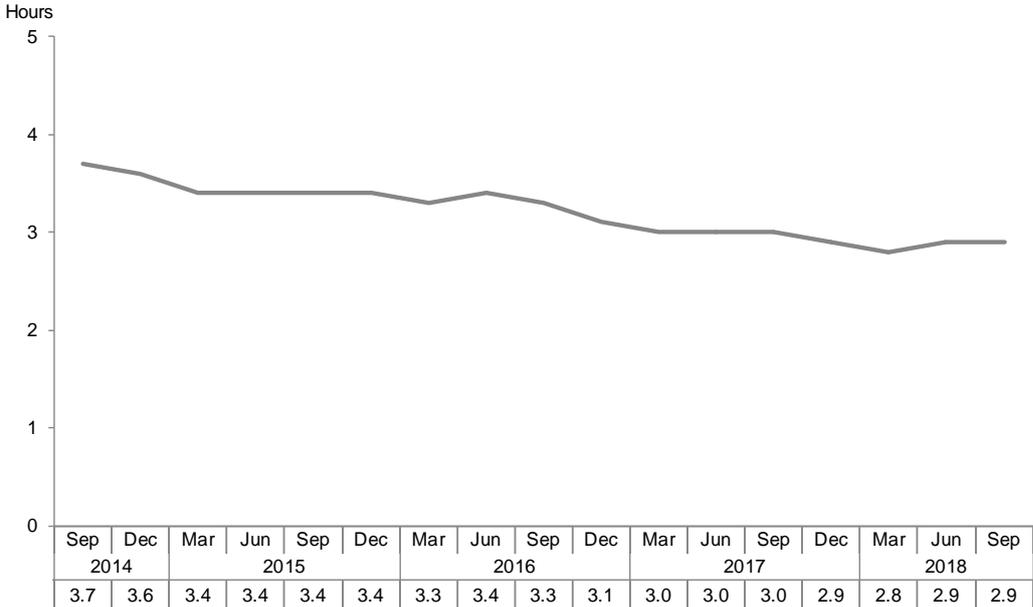
The decrease over the year was seen for most industries, with administrative & support services registering the largest decline. While manufacturing reported sustained hours worked decreases in the past, it recorded a year-on-year uptick in September 2018, due to transport equipment, electronics and fabricated metal products, machinery and equipment.

**Chart 17** Average Weekly Paid Hours Worked Per Employee



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

Overtime



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

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

## **TECHNICAL NOTE**

### **Statistics on Hours Worked**

#### **WHAT IS HOURS WORKED?**

Statistics on working time, or hours worked, are central to describing and analysing issues relating to employment, productivity and conditions of work. Working time statistics are often used as a tool for economic analysis and to calculate economic indicators such as average hourly earnings, average labour cost per unit of time and labour productivity.

Hours worked is the time associated with work activities engaged by persons during a reference period. It is independent of where the work is carried out. Hours worked **includes** the time put in by those on tele-work arrangement or those who work offsite, but **excludes** time put in by persons involved in activities without pay e.g. family care-giving. Meal breaks, weekly rest periods (e.g. Sundays), time spent commuting between home and work, and time spent on standby away from office are also excluded.

In Singapore, there are three measures of working time.

#### **(1) Paid Hours Worked (PHW)**

This refers to all periods of time for which employees receive payment from their employer, regardless of whether the hours are actually worked.

It **includes** one's standard hours of work, commonly stipulated in the employment contract, as well as any overtime hours that are paid for. Time that is paid for but not worked, such as annual leave, public holidays and sick leave, are also covered.

It **excludes** unpaid overtime put in by employees, such as those by executives. Hours worked by self-employed persons are also not captured, as they do not receive salary as remuneration.

#### **(2) Usual Hours Worked (UHW)**

This refers to the hours that an employed person typically works in any given week, regardless of whether he or she is paid for it.

It **includes** the overtime hours that are regularly put in, even if they are unpaid. For instance, if an individual regularly checks his or her work emails after dinner at home for an hour, this time spent would be included. For persons who hold multiple jobs, this measure captures the sum of hours worked in all jobs.

As the measure covers one’s typical weekly work schedule, irregular arrangements are **not** taken into account since they are not recurrent over a long observation period. Examples include annual leave, public holidays, sick leave and ad-hoc overtime required during peak periods or for work exigencies, e.g. to meet a project deadline.

**(3) Actual Hours Worked (AHW)**

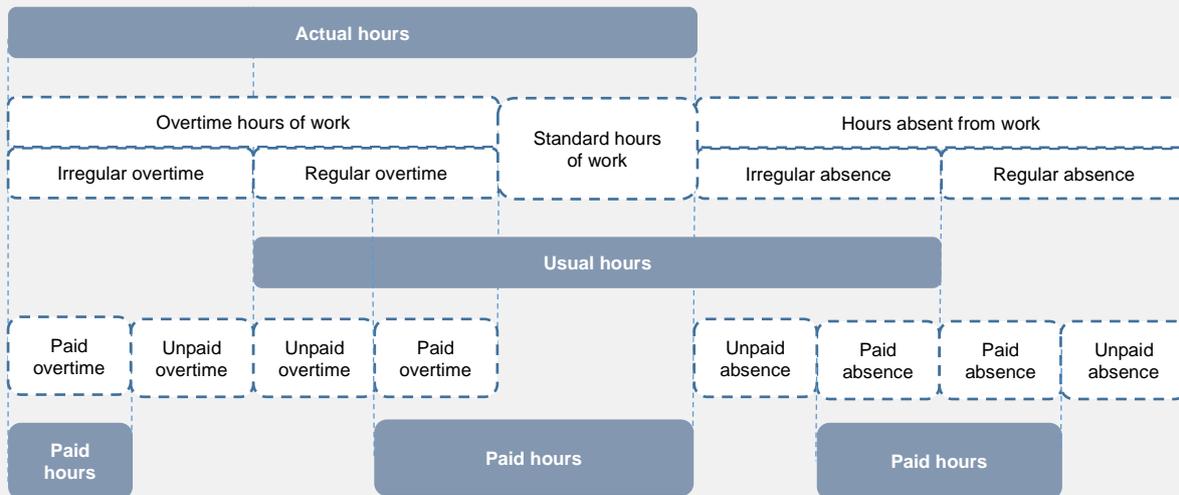
This refers to the actual time spent by employed persons on work activities, regardless of whether the hours are regular in nature or whether they are paid for.

It **includes** all forms of overtime hours of work. Similar to usual hours worked, it covers the time put in for all jobs that an individual held during the reference period.

It **excludes** all the time that is spent away from work, even if that time is paid for.

The above measures are consistent with the concepts and definitions recommended by the International Labour Organisation (ILO). The relationship between the different measures of hours worked introduced are summarised below.

**Relationship Between Paid, Usual And Actual Hours**



## WHY ARE DIFFERENT MEASURES REQUIRED?

PHW signals the level of economic activities and working conditions of the various industries. It can act as a leading indicator for potential changes in business conditions, as firms typically find it easier to adjust work hours than their headcount to suit initial transitions in business conditions. Data on PHW, with breakdown by industry, are released quarterly in the *Labour Market Report*.

UHW are used frequently to assess the quality of work, due to its implication on workers' health and safety. To identify groups with higher hours worked, the mean UHW and distribution of hours worked are available for various demographic profiles. It can also be used to provide a sense if people are engaged in work for extreme hours over a prolonged period. This measure of employed persons working excessive hours contributes to several international frameworks on measuring job quality<sup>1</sup>. Data on UHW, including the proportion of employed residents who work excessive hours, are published in the annual *Labour Force in Singapore* report.

The ILO regards AHW as a reflective measure of the amount of labour input in the economy. Labour productivity, as the measure of how efficiently labour inputs are used to produce a given level of output, commonly uses AHW in the computation of the real value-added (VA) per hour worked. For this purpose, AHW data are currently computed for use in the compilation of real VA per AHW series.

## HOW ARE HOURS WORKED DATA COMPILED?

Data on PHW are captured from the Labour Market Surveys (LMS), conducted on a representative sample of private establishments with at least 25 employees and the public sector.

UHW statistics are compiled from the Comprehensive Labour Force Surveys (CLFS), conducted on a representative sample of households in Singapore.

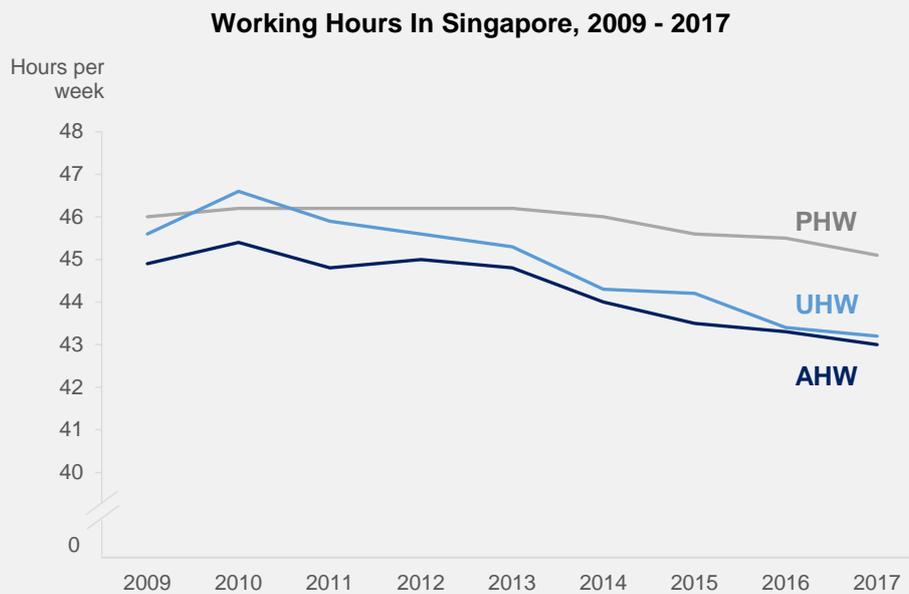
Annual AHW are currently estimated using existing information on usual and paid hours worked from the CLFS and LMS respectively. The data are adjusted to take into account paid leave and holidays.

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<sup>1</sup> Examples include ILO's Decent Work Indicators, the Handbook on Measuring Quality of Employment by the United Nations Economic Commission for Europe (UNECE) and the Job Quality Framework by the Organisation for Economic Co-operation and Development (OECD).

## TRENDS IN WORKING HOURS

Indicators on working time could reflect economic cycles, and changes in the employment landscape. In Singapore, all three indicators pointed to a downtrend in working time. This reflected the growing prevalence of part-time work, shifts in occupation/industry composition (e.g. increasing prevalence of professionals, managers, executives & technicians) and productivity gains made via technological advancements over time.



Sources: Comprehensive Labour Force Survey and Labour Market Survey, Manpower Research & Statistics Department, MOM, and MTI estimates

Note: Data on UHW pertain to employed residents for June periods, while data on AHW and PHW pertain to all employed persons.

## 1.1 UNEMPLOYMENT

### RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2015	2016	2017	Sep	
				2017	2018
<b>TOTAL</b>	<b>2.8</b>	<b>3.0</b>	<b>3.1</b>	<b>2.7</b>	<b>2.5</b>
<b>GENDER</b>					
Males	2.7	3.0	3.1	2.7	2.4
Females	2.9	3.0	3.1	2.6	2.6
<b>AGE GROUP (YEARS)</b>					
Below 30	5.1	5.0	5.4	4.6	4.4
30 - 39	1.9	2.3	2.4	2.4	2.0
40 & Over	2.3	2.6	2.7	2.2	2.1
40 - 49	2.4	2.4	2.5	2.5	2.0
50 & Over	2.4	2.7	2.8	2.0	2.2
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.5	2.4	2.6	1.9	1.7
Secondary	2.7	3.1	2.8	1.9	2.4
Post-Secondary (Non-Tertiary)	3.0	3.2	3.8	4.0	3.1
Diploma & Professional Qualification	2.9	3.1	3.3	3.0	2.8
Degree	2.8	3.1	3.2	2.9	2.5

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	Sep	
				2017	2018
<b>TOTAL</b>	<b>62.5</b>	<b>67.4</b>	<b>70.9</b>	<b>61.5</b>	<b>57.4</b>
<b>GENDER</b>					
Males	33.2	36.2	38.4	34.0	29.5
Females	29.2	31.2	32.6	27.5	27.9
<b>AGE GROUP (YEARS)</b>					
Below 30	22.2	21.8	22.6	18.7	18.3
30 - 39	9.9	11.9	12.6	13.6	10.4
40 & Over	30.4	33.7	35.7	29.3	28.6
40 - 49	12.6	12.8	13.7	13.5	10.8
50 & Over	17.8	20.9	22.0	15.7	17.8
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	10.6	10.1	10.9	7.9	6.5
Secondary	11.3	12.3	11.1	7.5	9.4
Post-Secondary (Non-Tertiary)	7.4	7.5	8.9	8.8	6.9
Diploma & Professional Qualification	12.5	13.2	14.1	13.3	12.8
Degree	20.6	24.2	25.9	24.0	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	
				Sep	
				2017	2018
<b>TOTAL</b>	<b>0.6</b>	<b>0.8</b>	<b>0.8</b>	<b>0.8</b>	<b>0.6</b>
<b>GENDER</b>					
Males	0.6	0.9	0.9	0.9	0.6
Females	0.5	0.6	0.6	0.7	0.5
<b>AGE GROUP (YEARS)</b>					
Below 30	0.5	0.6	0.8	0.7	0.5
30 - 39	0.5	0.6	0.5	0.7	0.5
40 & Over	0.7	0.9	0.8	0.8	0.6
40 - 49	0.7	0.8	0.9	1.0	0.6
50 & Over	0.7	1.0	0.8	0.7	0.7
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	0.4	0.6	0.7	0.7	0.3
Secondary	0.5	0.7	0.5	0.4	0.5
Post-Secondary (Non-Tertiary)	0.6	0.6	0.8	0.8	0.6
Diploma & Professional Qualification	0.5	0.7	0.8	0.8	0.7
Degree	0.8	1.0	0.9	0.9	0.6

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	Sep	
				2017	2018
<b>TOTAL</b>	<b>12.7</b>	<b>17.0</b>	<b>17.1</b>	<b>17.9</b>	<b>13.0</b>
<b>GENDER</b>					
Males	7.6	10.6	10.5	10.9	7.7
Females	5.1	6.3	6.6	7.0	5.3
<b>AGE GROUP (YEARS)</b>					
Below 30	1.9	2.4	3.4	2.9	1.9
30 - 39	2.2	2.9	2.9	3.8	2.3
40 & Over	8.5	11.7	10.9	11.2	8.7
40 - 49	3.5	4.3	4.5	5.4	3.1
50 & Over	5.0	7.4	6.4	5.8	5.6
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	1.8	2.6	2.6	3.0	1.3
Secondary	2.2	2.9	2.1	1.7	1.8
Post-Secondary (Non-Tertiary)	1.4	1.2	1.9	1.7	1.4
Diploma & Professional Qualification	2.0	2.9	3.5	3.6	3.2
Degree	5.4	7.3	7.0	7.8	5.2

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

Notes :

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

## 2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2015)	Total Employment Change									Total Employment Level in Sep 2018
	2015	2016	2017	2017		2018				
				3Q	4Q	1Q	2Q	3Q		
<b>TOTAL</b>	<b>32.3</b>	<b>16.8</b>	<b>-3.6</b>	<b>-2.3</b>	<b>12.7</b>	<b>3.7</b>	<b>6.5</b>	<b>19.3</b>	<b>3 698.9</b>	
<b>C10-32 MANUFACTURING</b>	<b>-21.2</b>	<b>-14.4</b>	<b>-10.9</b>	<b>-3.2</b>	<b>-1.3</b>	<b>-3.8</b>	<b>-0.1</b>	<b>3.5</b>	<b>489.6</b>	
C10-12 Food, Beverages & Tobacco	2.1	1.4	2.4	0.6	0.7	0.4	0.2	0.6	50.9	
C17,18,22 Paper / Rubber / Plastic Products & Printing	-2.6	-1.9	-1.6	-0.5	-0.4	-0.3	-0.4	-0.2	29.9	
C19-21 Petroleum, Chemical & Pharmaceutical Products	-3.4	5.3	-4.0	-2.0	-0.7	0.6	2.4	1.3	63.8	
C25,28 Fabricated Metal Products, Machinery & Equipment	-5.0	-8.4	-2.3	-0.8	-0.1	-	-0.6	-1.4	97.2	
C26 Electronic, Computer & Optical Products	-1.7	-1.9	7.5	1.4	2.4	-1.6	0.1	1.6	91.7	
C29-30 Transport Equipment	-10.5	-8.7	-13.5	-2.2	-3.2	-3.1	-1.7	1.5	92.2	
Other Manufacturing Industries	-0.1	-0.2	0.5	0.3	-0.1	0.2	-0.1	-	63.9	
<b>F41-43 CONSTRUCTION</b>	<b>7.2</b>	<b>-11.3</b>	<b>-38.3</b>	<b>-9.6</b>	<b>-5.6</b>	<b>-5.7</b>	<b>-0.7</b>	<b>-0.3</b>	<b>445.1</b>	
<b>G-U SERVICES</b>	<b>45.6</b>	<b>42.8</b>	<b>46.0</b>	<b>10.4</b>	<b>20.2</b>	<b>13.1</b>	<b>7.2</b>	<b>16.4</b>	<b>2 737.1</b>	
G46-47 WHOLESALE AND RETAIL TRADE	-8.3	1.3	-1.7	-0.1	4.9	-1.8	-1.7	1.1	487.6	
G46 Wholesale Trade	-0.1	0.5	-0.6	0.7	1.0	-0.2	0.6	2.1	324.3	
G47 Retail Trade	-8.2	0.8	-1.1	-0.8	3.9	-1.7	-2.4	-1.1	163.3	
H49-53 TRANSPORTATION AND STORAGE	2.5	3.4	7.1	0.5	3.3	2.0	2.6	1.7	258.5	
H49,5221 Land Transport & Supporting Services	3.4	4.9	4.4	0.8	1.0	1.8	1.4	1.3	108.1	
H50,5222, 5225 Water Transport & Supporting Services	-1.1	-0.7	-0.5	-0.1	-0.4	-0.2	-0.1	-0.2	45.4	
H51,5223 Air Transport & Supporting Services	0.3	-1.3	1.8	-0.4	2.0	0.2	0.3	0.3	33.7	
Other Transportation & Storage Services	-	0.5	1.4	0.1	0.6	0.3	1.0	0.4	71.3	
I55-56 ACCOMMODATION AND FOOD SERVICES	5.2	5.3	3.5	1.2	2.9	-1.1	-1.6	1.0	253.1	
I55 Accommodation	-0.5	-0.8	-	1.3	-0.2	-0.5	-0.7	1.1	35.0	
I56 Food & Beverage Services	5.7	6.1	3.4	-	3.1	-0.6	-1.0	-0.1	218.1	
J58-63 INFORMATION AND COMMUNICATIONS	4.2	2.2	4.0	1.0	0.9	1.2	2.4	3.1	140.9	
J58-61 Telecommunications, Broadcasting & Publishing	0.5	-1.0	-0.3	0.1	0.1	-	0.5	0.2	40.9	
J62-63 IT & Other Information Services	3.8	3.2	4.3	0.9	0.8	1.2	1.9	2.9	100.0	
K64-66 FINANCIAL AND INSURANCE SERVICES	3.4	5.7	4.5	2.1	-0.6	2.2	1.7	2.5	195.0	
K64 & 66 (excl.662) Financial Services	2.8	4.3	1.8	1.4	-0.9	1.8	1.4	2.2	155.7	
K65 & 662 Insurance Services	0.5	1.4	2.7	0.7	0.3	0.4	0.4	0.3	39.2	
L68 REAL ESTATE SERVICES	-5.4	-5.1	1.7	0.5	0.9	-	-	-	86.3	
M69-75 PROFESSIONAL SERVICES	2.7	-0.5	3.0	1.8	0.8	1.2	1.4	3.4	243.8	
M69-70 Legal, Accounting & Management Services	4.6	1.9	2.8	1.8	0.6	1.5	0.6	2.5	125.5	
M71 Architectural & Engineering Services	-1.3	-2.5	-1.4	-0.3	-0.1	-0.2	0.4	0.7	60.1	
Other Professional Services	-0.6	0.1	1.6	0.3	0.3	-0.1	0.4	0.2	58.3	
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	14.3	9.4	6.5	-0.4	3.1	2.0	0.4	-1.5	241.5	
N80 Security & Investigation	2.3	1.6	2.6	1.0	0.2	0.6	0.1	0.4	48.3	
N81 Cleaning & Landscaping	6.1	7.5	2.7	-0.1	0.7	0.2	-0.2	0.1	75.5	
Other Administrative & Support Services	6.0	0.3	1.1	-1.3	2.2	1.2	0.4	-2.1	117.8	
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	27.0	21.1	17.6	3.7	4.1	7.4	2.1	5.1	830.4	
O84,P85 Public Administration & Education	5.0	4.9	1.6	-	0.4	1.8	-0.1	1.2	248.6	
Q86-88 Health & Social Services	11.8	7.4	5.9	1.0	1.3	1.9	2.0	1.1	163.4	
R90-93 Arts, Entertainment & Recreation	0.1	-0.6	0.6	0.3	0.4	0.3	0.2	0.1	56.7	
S,T,U Other Community, Social & Personal Services	10.1	9.5	9.5	2.4	2.0	3.4	-0.1	2.7	361.6	
<b>A,B,D,E,V OTHERS*</b>	<b>0.7</b>	<b>-0.3</b>	<b>-0.5</b>	<b>0.1</b>	<b>-0.6</b>	<b>0.1</b>	<b>-</b>	<b>-0.3</b>	<b>27.0</b>	

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		
				3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>	<b>15 580</b>	<b>19 170</b>	<b>14 720</b>	<b>3 400</b>	<b>3 680</b>	<b>2 320</b>	<b>3 030</b>	<b>2 860</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32 MANUFACTURING</b>	<b>5 210</b>	<b>6 280</b>	<b>3 790</b>	<b>730</b>	<b>1 330</b>	<b>510</b>	<b>820</b>	<b>870</b>
C10-12 Food, Beverages & Tobacco	80	330	190	30	80	40	70	80
C17,18,22 Paper / Rubber / Plastic Products & Printing	570	410	480	60	280	30	90	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	320	360	300	50	20	70	40	40
C25,28 Fabricated Metal Products, Machinery & Equipment	1 780	2 400	930	180	180	130	220	410
C26 Electronic, Computer & Optical Products	1 630	1 670	920	100	580	110	210	270
C29-30 Transport Equipment	570	720	820	290	110	70	110	20
Other Manufacturing Industries	260	390	150	10	90	70	80	10
<b>F41-43 CONSTRUCTION</b>	<b>1 780</b>	<b>1 920</b>	<b>2 020</b>	<b>490</b>	<b>400</b>	<b>350</b>	<b>470</b>	<b>200</b>
<b>G-U SERVICES</b>	<b>8 510</b>	<b>10 880</b>	<b>8 900</b>	<b>2 180</b>	<b>1 950</b>	<b>1 470</b>	<b>1 740</b>	<b>1 800</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>2 180</b>	<b>2 380</b>	<b>2 180</b>	<b>520</b>	<b>500</b>	<b>450</b>	<b>420</b>	<b>450</b>
G46 Wholesale Trade	2 150	2 200	1 920	490	480	380	390	370
G47 Retail Trade	30	180	260	30	20	70	30	80
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>690</b>	<b>870</b>	<b>900</b>	<b>300</b>	<b>290</b>	<b>120</b>	<b>280</b>	<b>120</b>
H49,5221 Land Transport & Supporting Services	60	10	160	150	-	-	150	30
H50,5222,5225 Water Transport & Supporting Services	280	490	300	100	40	50	40	10
H51,5223 Air Transport & Supporting Services	110	160	20	-	-	20	-	10
Other Transportation & Storage Services	250	220	430	40	240	50	80	80
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>200</b>	<b>350</b>	<b>470</b>	<b>120</b>	<b>110</b>	<b>40</b>	<b>40</b>	<b>220</b>
I55 Accommodation	10	70	120	40	50	10	-	10
I56 Food & Beverage Services	190	280	350	80	60	30	40	210
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>710</b>	<b>970</b>	<b>910</b>	<b>250</b>	<b>190</b>	<b>200</b>	<b>210</b>	<b>200</b>
J58-61 Telecommunications, Broadcasting & Publishing	280	570	500	170	90	130	110	110
J62-63 IT & Other Information Services	430	400	420	70	90	70	100	90
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>1 760</b>	<b>2 310</b>	<b>1 780</b>	<b>440</b>	<b>350</b>	<b>300</b>	<b>330</b>	<b>320</b>
K64 & 66 (excl.662) Financial Services	1 710	2 210	1 720	440	340	260	320	310
K65 & 662 Insurance Services	50	90	60	-	20	30	10	20
L68 REAL ESTATE SERVICES	50	90	70	20	-	20	40	10
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>2 290</b>	<b>2 740</b>	<b>1 700</b>	<b>250</b>	<b>360</b>	<b>230</b>	<b>340</b>	<b>260</b>
M69-70 Legal, Accounting & Management Services	1 180	1 410	860	140	150	120	200	110
M71 Architectural & Engineering Services	940	1 050	560	80	160	80	90	70
Other Professional Services	170	280	280	30	50	30	60	80
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>400</b>	<b>340</b>	<b>430</b>	<b>120</b>	<b>40</b>	<b>80</b>	<b>50</b>	<b>70</b>
N80 Security & Investigation	70	20	120	-	-	10	-	-
N81 Cleaning & Landscaping	50	60	70	50	-	30	-	10
Other Administrative & Support Services	280	260	250	70	40	40	50	70
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>230</b>	<b>850</b>	<b>460</b>	<b>160</b>	<b>110</b>	<b>40</b>	<b>30</b>	<b>150</b>
O84,P85 Public Administration & Education	40	50	40	-	20	10	10	40
Q86-88 Health & Social Services	90	40	50	10	10	10	-	-
R90-93 Arts, Entertainment & Recreation	10	500	240	120	-	-	10	90
S,T,U Other Community, Social & Personal Services	80	260	130	30	70	10	10	20
<b>A,B,D,E,V OTHERS*</b>	<b>80</b>	<b>100</b>	<b>20</b>	<b>-</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	8 550	10 890	8 700	1 880	2 240	1 500	1 950	1 750
Clerical, Sales & Service Workers	1 550	2 100	1 550	360	300	280	320	360
Production & Transport Operators, Cleaners & Labourers	5 480	6 190	4 480	1 170	1 130	540	760	760

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

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

- : nil or negligible

Notes :

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

## 3.2 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT AND OCCUPATIONAL GROUP, THIRD QUARTER 2018

Industry (SSIC 2015)		Reasons For Retrenchment							Number of Employees			
		Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisa-tion / Restruc-turing	Product Line Was Disconti-nued	Early Comple-tion of Project	Others	Total	Profes-sionals, Managers, Executives & Techni-cians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>		<b>240</b>	<b>580</b>	<b>750</b>	<b>1 720</b>	<b>160</b>	<b>60</b>	-	<b>2 860</b>	<b>1 750</b>	<b>360</b>	<b>760</b>
<b>C10-32 MANUFACTURING</b>		<b>90</b>	<b>190</b>	<b>280</b>	<b>390</b>	<b>160</b>	-	-	<b>870</b>	<b>530</b>	<b>40</b>	<b>290</b>
C10-12	Food, Beverages & Tobacco	-	20	30	60	-	-	-	80	20	10	60
C17,18,22	Paper / Rubber / Plastic Products & Printing	20	10	20	20	10	-	-	30	10	10	20
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	10	10	30	-	-	-	40	30	-	10
C25,28	Fabricated Metal Products, Machinery & Equipment	70	140	220	20	-	-	-	410	240	30	130
C26	Electronic, Computer & Optical Products	-	10	10	240	150	-	-	270	210	-	60
C29-30	Transport Equipment	-	-	-	20	-	-	-	20	20	-	-
	Other Manufacturing Industries	-	-	-	10	-	-	-	10	10	-	-
<b>F41-43 CONSTRUCTION</b>		<b>30</b>	<b>120</b>	<b>20</b>	<b>70</b>	-	<b>10</b>	-	<b>200</b>	<b>50</b>	<b>10</b>	<b>140</b>
<b>G-U SERVICES</b>		<b>130</b>	<b>270</b>	<b>450</b>	<b>1 260</b>	-	<b>50</b>	-	<b>1 800</b>	<b>1 160</b>	<b>300</b>	<b>330</b>
G46-47	WHOLESALE AND RETAIL TRADE	70	100	100	330	-	-	-	450	320	80	50
G46	Wholesale Trade	60	40	90	320	-	-	-	370	300	30	40
G47	Retail Trade	-	60	10	20	-	-	-	80	20	50	10
H49-53	TRANSPORTATION AND STORAGE	10	10	10	90	-	10	-	120	30	30	60
H49,5221	Land Transport & Supporting Services	10	10	10	10	-	-	-	30	10	-	20
H50,5222, 5225	Water Transport & Supporting Services	-	-	-	10	-	-	-	10	10	-	-
H51,5223	Air Transport & Supporting Services	-	-	-	10	-	-	-	10	-	-	-
	Other Transportation & Storage Services	-	-	-	70	-	10	-	80	10	30	40
I55-56	ACCOMMODATION AND FOOD SERVICES	-	40	180	20	-	-	-	220	40	50	130
I55	Accommodation	-	10	-	-	-	-	-	10	-	-	10
I56	Food & Beverage Services	-	30	180	20	-	-	-	210	40	50	120
J58-63	INFORMATION AND COMMUNICATIONS	10	20	20	180	-	10	-	200	170	30	-
J58-61	Telecommunications, Broadcasting & Publishing	-	20	-	110	-	-	-	110	90	20	-
J62-63	IT & Other Information Services	10	10	10	70	-	10	-	90	80	10	-
K64-66	FINANCIAL AND INSURANCE SERVICES	10	-	50	320	-	-	-	320	310	10	-
K64 & 66 (excl.662)	Financial Services	-	-	50	310	-	-	-	310	300	10	-
K65 & 662	Insurance Services	-	-	-	10	-	-	-	20	10	10	-
L68	REAL ESTATE SERVICES	-	-	-	10	-	-	-	10	-	-	10
M69-75	PROFESSIONAL SERVICES	20	30	90	170	-	30	-	260	210	10	30
M69-70	Legal, Accounting & Management Services	-	10	20	90	-	-	-	110	110	-	-
M71	Architectural & Engineering Services	10	20	-	10	-	20	-	70	30	10	30
	Other Professional Services	-	-	70	80	-	-	-	80	80	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	-	30	10	40	-	-	-	70	40	10	20
N80	Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	-	-	10	-	-	-	10	-	-	-
	Other Administrative & Support Services	-	30	10	30	-	-	-	70	30	10	20
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	50	-	110	-	-	-	150	40	80	40
O84,P85	Public Administration & Education	-	40	-	10	-	-	-	40	10	40	-
Q86-88	Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93	Arts, Entertainment & Recreation	-	-	-	90	-	-	-	90	30	40	30
S,T,U	Other Community, Social & Personal Services	-	10	-	10	-	-	-	20	10	-	-
<b>A,B,D,E,V OTHERS**</b>		-	-	-	-	-	-	-	-	-	-	-

\* 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.

### 3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

#### RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2015	2016	2017	2017		2018		
				3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>	<b>13 440</b>	<b>16 810</b>	<b>12 880</b>	<b>2 920</b>	<b>3 350</b>	<b>2 050</b>	<b>2 760</b>	<b>2 560</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32 MANUFACTURING</b>	<b>4 790</b>	<b>5 620</b>	<b>3 330</b>	<b>590</b>	<b>1 290</b>	<b>440</b>	<b>770</b>	<b>770</b>
C10-12 Food, Beverages & Tobacco	80	290	190	30	80	20	70	60
C17,18,22 Paper / Rubber / Plastic Products & Printing	560	360	480	60	280	20	90	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	310	360	290	50	20	70	40	40
C25,28 Fabricated Metal Products, Machinery & Equipment	1 510	2 240	800	160	170	90	220	400
C26 Electronic, Computer & Optical Products	1 630	1 670	920	100	580	110	200	210
C29-30 Transport Equipment	470	450	550	170	110	60	90	20
Other Manufacturing Industries	240	260	110	10	50	70	80	10
<b>F41-43 CONSTRUCTION</b>	<b>770</b>	<b>870</b>	<b>1 190</b>	<b>370</b>	<b>230</b>	<b>220</b>	<b>350</b>	<b>120</b>
<b>G-U SERVICES</b>	<b>7 800</b>	<b>10 230</b>	<b>8 350</b>	<b>1 960</b>	<b>1 830</b>	<b>1 390</b>	<b>1 640</b>	<b>1 680</b>
G46-47 WHOLESALE AND RETAIL TRADE	2 100	2 300	2 150	510	500	430	400	430
G46 Wholesale Trade	2 080	2 130	1 900	480	470	370	370	360
G47 Retail Trade	30	170	250	30	20	60	30	60
H49-53 TRANSPORTATION AND STORAGE	510	720	680	160	220	120	270	120
H49,5221 Land Transport & Supporting Services	40	-	20	10	10	10	150	30
H50,5222, 5225 Water Transport & Supporting Services	200	420	290	100	40	50	40	10
H51,5223 Air Transport & Supporting Services	70	110	20	-	-	20	-	10
Other Transportation & Storage Services	190	190	350	40	170	50	80	80
I55-56 ACCOMMODATION AND FOOD SERVICES	190	320	450	120	110	40	40	210
I55 Accommodation	10	70	120	40	50	10	-	10
I56 Food & Beverage Services	180	250	330	80	60	30	40	210
J58-63 INFORMATION AND COMMUNICATIONS	620	920	880	240	180	190	160	190
J58-61 Telecommunications, Broadcasting & Publishing	280	530	480	170	90	120	80	110
J62-63 IT & Other Information Services	350	390	390	70	90	70	90	80
K64-66 FINANCIAL AND INSURANCE SERVICES	1 700	2 290	1 770	440	350	290	330	320
K64 & 66 (excl.662) Financial Services	1 660	2 200	1 710	440	340	260	320	300
K65 & 662 Insurance Services	50	90	60	-	20	30	10	10
L68 REAL ESTATE SERVICES	50	70	70	20	-	10	40	10
M69-75 PROFESSIONAL SERVICES	2 150	2 610	1 580	220	350	210	320	230
M69-70 Legal, Accounting & Management Services	1 170	1 380	830	120	150	120	190	100
M71 Architectural & Engineering Services	820	970	480	70	150	60	80	40
Other Professional Services	160	260	270	30	50	30	40	80
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	270	220	400	110	40	70	50	60
N80 Security & Investigation	70	-	120	-	-	10	-	-
N81 Cleaning & Landscaping	30	50	50	50	-	30	-	-
Other Administrative & Support Services	170	170	230	60	40	30	50	60
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	210	770	380	140	80	30	20	120
O84,P85 Public Administration & Education	40	40	30	-	20	10	10	10
Q86-88 Health & Social Services	80	30	40	10	10	10	-	-
R90-93 Arts, Entertainment & Recreation	10	480	220	100	-	-	-	90
S,T,U Other Community, Social & Personal Services	80	230	100	30	60	10	10	10
<b>A,B,D,E,V OTHERS*</b>	<b>80</b>	<b>100</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	8 140	10 490	8 420	1 790	2 190	1 430	1 880	1 660
Clerical, Sales & Service Workers	1 500	1 940	1 440	340	290	260	270	300
Production & Transport Operators, Cleaners & Labourers	3 800	4 390	3 020	800	870	370	610	600

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		
				3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>	<b>2 140</b>	<b>2 360</b>	<b>1 840</b>	<b>480</b>	<b>330</b>	<b>270</b>	<b>270</b>	<b>300</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32 MANUFACTURING</b>	<b>430</b>	<b>660</b>	<b>460</b>	<b>140</b>	<b>50</b>	<b>70</b>	<b>50</b>	<b>100</b>
C10-12 Food, Beverages & Tobacco	10	40	10	-	-	10	-	30
C17,18,22 Paper / Rubber / Plastic Products & Printing	10	50	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	10	-	10	-	-	-	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	270	160	130	20	10	40	-	10
C26 Electronic, Computer & Optical Products	10	10	10	-	-	-	10	60
C29-30 Transport Equipment	100	270	280	120	-	10	30	-
Other Manufacturing Industries	20	130	30	-	30	-	-	-
<b>F41-43 CONSTRUCTION</b>	<b>1 010</b>	<b>1 050</b>	<b>830</b>	<b>130</b>	<b>160</b>	<b>120</b>	<b>120</b>	<b>80</b>
<b>G-U SERVICES</b>	<b>710</b>	<b>650</b>	<b>550</b>	<b>220</b>	<b>120</b>	<b>80</b>	<b>100</b>	<b>120</b>
G46-47 WHOLESALE AND RETAIL TRADE	80	70	30	10	-	20	20	20
G46 Wholesale Trade	80	70	20	10	-	10	20	10
G47 Retail Trade	-	10	10	-	-	10	-	10
H49-53 TRANSPORTATION AND STORAGE	180	150	220	140	70	-	-	-
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	60	30	80	-	70	-	-	-
I55-56 ACCOMMODATION AND FOOD SERVICES	10	30	20	-	-	-	-	10
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	10	30	20	-	-	-	-	10
J58-63 INFORMATION AND COMMUNICATIONS	90	50	40	10	10	20	50	10
J58-61 Telecommunications, Broadcasting & Publishing	-	30	10	-	-	10	30	-
J62-63 IT & Other Information Services	90	20	20	-	10	10	20	10
K64-66 FINANCIAL AND INSURANCE SERVICES	60	20	10	-	-	10	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	30	10	20	20	30
M69-70 Legal, Accounting & Management Services	10	30	30	20	-	-	-	10
M71 Architectural & Engineering Services	120	80	80	10	10	10	10	30
Other Professional Services	10	20	10	-	-	-	10	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	130	120	30	10	-	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	30	20	10	10	40
O84,P85 Public Administration & Education	-	10	10	-	-	-	-	40
Q86-88 Health & Social Services	20	10	10	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	-	20	30	20	-	-	-	-
S,T,U Other Community, Social & Personal Services	10	30	20	10	20	-	-	-
<b>A,B,D,E,V OTHERS*</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	420	400	280	90	60	70	70	90
Clerical, Sales & Service Workers	50	160	110	20	10	20	40	60
Production & Transport Operators, Cleaners & Labourers	1 670	1 800	1 460	370	260	180	160	150

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		
				3Q	4Q	1Q	2Q	3Q
<b><u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>810</b>	<b>950</b>	<b>1 160</b>	<b>1 100</b>	<b>1 120</b>	<b>830</b>	<b>620</b>	<b>430</b>
<b>SECTOR</b>								
Manufacturing	530	600	650	540	610	400	230	170
Construction	170	110	250	290	300	150	250	70
Services	110	240	250	230	220	280	140	190
Others*	-	-	10	40	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	260	260	400	400	310	360	240	90
Clerical, Sales & Service Workers	50	100	110	90	120	80	60	140
Production & Transport Operators, Cleaners & Labourers	500	590	650	610	690	390	320	210
<b><u>EMPLOYEES ON SHORT WORK-WEEK</u></b>								
<b>TOTAL</b>	<b>660</b>	<b>820</b>	<b>980</b>	<b>880</b>	<b>950</b>	<b>670</b>	<b>460</b>	<b>410</b>
<b>SECTOR</b>								
Manufacturing	490	570	650	540	580	360	220	170
Construction	80	40	110	110	170	110	150	60
Services	90	200	220	200	200	210	90	180
Others*	-	-	10	40	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	250	230	380	380	290	280	200	80
Clerical, Sales & Service Workers	50	90	110	80	110	70	50	130
Production & Transport Operators, Cleaners & Labourers	370	500	500	420	550	320	200	200
<b><u>EMPLOYEES ON TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>150</b>	<b>130</b>	<b>180</b>	<b>220</b>	<b>170</b>	<b>150</b>	<b>160</b>	<b>20</b>
<b>SECTOR</b>								
Manufacturing	40	30	10	-	30	40	10	-
Construction	100	70	140	190	130	40	100	20
Services	10	40	30	30	10	70	50	-
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	10	30	20	20	20	80	40	10
Clerical, Sales & Service Workers	-	10	10	-	10	10	10	10
Production & Transport Operators, Cleaners & Labourers	140	90	150	200	140	70	120	10

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	Per Cent							
	2015	2016	2017	2017		2018		
				3Q	4Q	1Q	2Q	3Q
<b>TOTAL</b>	<b>71.8</b>	<b>64.5</b>	<b>64.6</b>	<b>66.4</b>	<b>63.2</b>	<b>61.0</b>	<b>64.3</b>	<b>61.7</b>
<b>GENDER</b>								
Males	69.0	62.5	62.0	65.1	60.0	59.3	63.2	60.9
Females	75.0	67.4	67.9	68.2	66.9	63.3	65.5	62.6
<b>AGE GROUP (YEARS)</b>								
Below 30	84.8	80.7	80.7	81.7	83.1	85.7	82.0	73.9
30 - 39	76.3	73.4	72.5	74.2	73.0	65.0	71.5	69.9
40 & Over	67.7	58.7	59.8	62.3	57.4	57.8	60.0	58.0
40 - 49	72.0	64.1	65.7	68.5	63.5	63.1	66.2	63.6
50 & Over	63.5	52.9	53.5	55.9	50.8	53.4	54.6	52.8
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	80.6	66.3	70.8	77.6	64.8	68.4	72.4	63.5
Secondary	76.8	66.3	67.7	68.6	60.1	65.0	73.9	62.6
Post-Secondary (Non-Tertiary)	73.3	65.4	64.0	63.8	66.4	57.3	64.0	64.8
Diploma & Professional Qualification	73.4	69.0	67.7	67.6	68.2	60.2	62.6	64.7
Degree	64.8	60.4	61.1	62.2	62.4	58.3	59.9	60.1
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	67.0	62.4	62.1	63.6	62.3	56.6	59.1	59.7
Clerical, Sales & Service Workers	83.1	71.6	71.6	73.0	66.9	69.4	70.4	67.1
Production & Transport Operators, Cleaners & Labourers	78.6	68.4	70.8	75.0	65.0	73.8	80.2	67.9

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	Sep	
				2017	2018
<b>TOTAL</b>	<b>59.3</b>	<b>49.5</b>	<b>48.8</b>	<b>53.1</b>	<b>63.3</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>7.0</b>	<b>5.8</b>	<b>6.5</b>	<b>7.2</b>	<b>9.2</b>
C10-12 Food, Beverages & Tobacco	0.8	0.6	0.6	0.6	1.0
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	0.3	0.3	0.3	0.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	0.4	0.4	0.5	0.7
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.1	1.2	1.3	1.8
C26 Electronic, Computer & Optical Products	1.9	1.9	2.5	3.0	2.1
C29-30 Transport Equipment	1.2	0.8	0.9	0.9	1.9
Other Manufacturing Industries	0.8	0.8	0.5	0.6	1.2
<b>F41-43 CONSTRUCTION</b>	<b>2.9</b>	<b>2.0</b>	<b>1.7</b>	<b>2.0</b>	<b>4.3</b>
<b>G-U SERVICES</b>	<b>48.9</b>	<b>41.3</b>	<b>40.1</b>	<b>43.5</b>	<b>49.4</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>7.2</b>	<b>6.2</b>	<b>5.8</b>	<b>5.9</b>	<b>6.8</b>
G46 Wholesale Trade	4.0	2.8	3.1	3.4	3.9
G47 Retail Trade	3.3	3.4	2.7	2.5	3.0
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>3.8</b>	<b>2.9</b>	<b>3.3</b>	<b>3.5</b>	<b>3.8</b>
H49,5221 Land Transport & Supporting Services	0.9	0.7	0.7	0.8	0.7
H50,5222, 5225 Water Transport & Supporting Services	0.5	0.2	0.5	0.3	0.4
H51,5223 Air Transport & Supporting Services	1.0	0.7	0.6	0.6	0.9
Other Transportation & Storage Services	1.4	1.3	1.6	1.8	1.8
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>7.2</b>	<b>5.7</b>	<b>5.3</b>	<b>6.1</b>	<b>6.2</b>
I55 Accommodation	1.8	1.6	1.6	1.8	1.7
I56 Food & Beverage Services	5.4	4.0	3.8	4.3	4.5
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.8</b>	<b>2.8</b>	<b>3.0</b>	<b>2.9</b>	<b>4.2</b>
J58-61 Telecommunications, Broadcasting & Publishing	0.7	0.9	0.8	0.7	1.0
J62-63 IT & Other Information Services	2.0	1.9	2.2	2.2	3.2
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>3.7</b>	<b>3.2</b>	<b>4.2</b>	<b>4.7</b>	<b>6.0</b>
K64 & 66 (excl.662) Financial Services	3.3	2.8	3.7	4.2	5.3
K65 & 662 Insurance Services	0.4	0.5	0.5	0.5	0.7
<b>L68 REAL ESTATE SERVICES</b>	<b>2.2</b>	<b>1.5</b>	<b>1.1</b>	<b>1.2</b>	<b>1.3</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>4.1</b>	<b>3.3</b>	<b>2.8</b>	<b>3.1</b>	<b>4.4</b>
M69-70 Legal, Accounting & Management Services	2.5	1.9	1.6	1.7	2.6
M71 Architectural & Engineering Services	0.8	0.7	0.6	0.7	1.0
Other Professional Services	0.8	0.7	0.5	0.7	0.9
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>5.3</b>	<b>4.9</b>	<b>4.7</b>	<b>5.3</b>	<b>6.0</b>
N80 Security & Investigation	2.4	2.3	2.0	2.3	2.1
N81 Cleaning & Landscaping	1.6	1.4	1.5	1.8	2.5
Other Administrative & Support Services	1.3	1.2	1.2	1.1	1.4
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>12.6</b>	<b>10.8</b>	<b>9.9</b>	<b>11.0</b>	<b>10.7</b>
O84,P85 Public Administration & Education	5.9	5.4	4.9	5.3	5.3
Q86-88 Health & Social Services	3.6	3.1	2.7	2.8	3.5
R90-93 Arts, Entertainment & Recreation	2.0	1.4	1.5	1.6	0.8
S,T,U Other Community, Social & Personal Services	1.1	0.8	0.8	1.3	1.2
<b>A,B,D,E,V OTHERS*</b>	<b>0.5</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	28.6	25.0	25.7	25.8	33.4
Clerical, Sales & Service Workers	16.9	13.7	12.3	14.6	14.8
Production & Transport Operators, Cleaners & Labourers	13.9	10.9	10.8	12.8	15.2

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) 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	Sep	
								2017	2018
<b>TOTAL</b>					<b>2.8</b>	<b>2.3</b>	<b>2.4</b>	<b>2.5</b>	<b>2.9</b>
<b>INDUSTRY (SSIC 2015)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>				<b>1.8</b>	<b>1.6</b>	<b>1.8</b>	<b>2.0</b>	<b>2.5</b>
C10-12	Food, Beverages & Tobacco				2.6	2.1	2.0	1.9	2.8
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.6	1.3	1.6	1.3	2.1
C19-21	Petroleum, Chemical & Pharmaceutical Products				1.8	1.6	1.5	1.6	2.4
C25,28	Fabricated Metal Products, Machinery & Equipment				1.4	1.1	1.5	1.5	2.2
C26	Electronic, Computer & Optical Products				2.3	2.4	3.2	3.8	2.7
C29-30	Transport Equipment				1.4	0.9	1.2	1.1	2.5
	Other Manufacturing Industries				2.0	1.9	1.5	1.6	3.1
<b>F41-43</b>	<b>CONSTRUCTION</b>				<b>0.9</b>	<b>0.6</b>	<b>0.6</b>	<b>0.7</b>	<b>1.5</b>
<b>G-U</b>	<b>SERVICES</b>				<b>3.5</b>	<b>2.9</b>	<b>2.9</b>	<b>3.0</b>	<b>3.3</b>
G46-47	WHOLESALE AND RETAIL TRADE				2.9	2.6	2.5	2.4	2.8
G46	Wholesale Trade				2.3	1.8	2.0	2.0	2.3
G47	Retail Trade				4.3	4.4	3.6	3.1	3.8
H49-53	TRANSPORTATION AND STORAGE				2.4	1.9	2.2	2.2	2.3
H49,5221	Land Transport & Supporting Services				2.4	1.9	1.7	2.0	1.6
H50,5222,5225	Water Transport & Supporting Services				1.3	0.7	1.4	0.9	1.2
H51,5223	Air Transport & Supporting Services				3.0	2.1	1.9	1.8	2.6
	Other Transportation & Storage Services				2.9	2.7	3.2	3.5	3.4
I55-56	ACCOMMODATION AND FOOD SERVICES				5.4	4.3	4.2	4.2	4.2
I55	Accommodation				7.3	6.7	6.5	7.0	6.5
I56	Food & Beverage Services				5.0	3.7	3.6	3.6	3.7
J58-63	INFORMATION AND COMMUNICATIONS				3.8	3.9	4.0	3.7	4.7
J58-61	Telecommunications, Broadcasting & Publishing				2.5	3.1	2.7	2.6	3.4
J62-63	IT & Other Information Services				4.8	4.5	4.8	4.4	5.4
K64-66	FINANCIAL AND INSURANCE SERVICES				2.8	2.4	3.1	3.5	4.1
K64 & 66 (excl.662)	Financial Services				2.8	2.4	3.1	3.7	4.2
K65 & 662	Insurance Services				2.5	2.6	2.9	2.6	3.5
L68	REAL ESTATE SERVICES				3.8	2.9	2.2	2.3	2.5
M69-75	PROFESSIONAL SERVICES				3.0	2.5	2.3	2.3	3.2
M69-70	Legal, Accounting & Management Services				3.8	3.0	2.7	2.7	3.8
M71	Architectural & Engineering Services				1.7	1.6	1.5	1.4	2.1
	Other Professional Services				3.5	3.1	2.5	3.0	3.6
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.9	3.3	3.2	3.3	3.9
N80	Security & Investigation				5.6	4.9	4.6	4.9	6.1
N81	Cleaning & Landscaping				3.3	2.5	2.6	2.9	3.5
	Other Administrative & Support Services				2.9	2.7	2.8	2.4	3.0
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				3.7	3.1	2.8	3.0	2.9
O84,P85	Public Administration & Education				3.4	3.0	2.7	2.9	2.8
Q86-88	Health & Social Services				3.8	3.1	2.7	2.7	3.1
R90-93	Arts, Entertainment & Recreation				4.8	3.5	3.7	3.9	1.9
S,T,U	Other Community, Social & Personal Services				3.5	2.7	2.6	3.6	3.2
<b>A,B,D,E,V</b>	<b>OTHERS*</b>				<b>2.3</b>	<b>1.8</b>	<b>1.8</b>	<b>1.8</b>	<b>2.0</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians				2.9	2.5	2.6	2.5	3.1
	Clerical, Sales & Service Workers				3.9	3.2	3.0	3.3	3.4
	Production & Transport Operators, Cleaners & Labourers				1.9	1.6	1.7	1.9	2.3

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

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

Notes :

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

Industry (SSIC 2015)	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 (%)
<b>TOTAL</b>	<b>63.3</b>	<b>2.9</b>	<b>33.4</b>	<b>3.1</b>	<b>14.8</b>	<b>3.4</b>	<b>15.2</b>	<b>2.3</b>
<b>C10-32 MANUFACTURING</b>	<b>9.2</b>	<b>2.5</b>	<b>4.3</b>	<b>2.8</b>	<b>0.7</b>	<b>2.3</b>	<b>4.1</b>	<b>2.4</b>
C10-12 Food, Beverages & Tobacco	1.0	2.8	0.2	2.7	0.4	3.6	0.4	2.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.4	2.1	0.1	1.7	-	-	0.2	2.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.7	2.4	0.6	2.7	-	-	0.1	1.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.8	2.2	0.9	2.8	0.1	2.0	0.8	1.8
C26 Electronic, Computer & Optical Products	2.1	2.7	1.2	2.8	-	-	0.9	2.6
C29-30 Transport Equipment	1.9	2.5	0.8	2.8	0.1	1.7	1.0	2.4
Other Manufacturing Industries	1.2	3.1	0.5	3.3	0.1	2.0	0.7	3.1
<b>F41-43 CONSTRUCTION</b>	<b>4.3</b>	<b>1.5</b>	<b>1.2</b>	<b>1.8</b>	<b>0.3</b>	<b>1.3</b>	<b>2.9</b>	<b>1.4</b>
<b>G-U SERVICES</b>	<b>49.4</b>	<b>3.3</b>	<b>27.6</b>	<b>3.3</b>	<b>13.7</b>	<b>3.6</b>	<b>8.0</b>	<b>2.9</b>
G46-47 WHOLESALE AND RETAIL TRADE	6.8	2.8	3.0	2.5	3.2	3.5	0.7	1.7
G46 Wholesale Trade	3.9	2.3	2.5	2.5	0.9	2.4	0.4	1.4
G47 Retail Trade	3.0	3.8	0.4	2.5	2.3	4.4	0.3	3.0
H49-53 TRANSPORTATION AND STORAGE	3.8	2.3	1.1	2.3	0.9	2.2	1.7	2.4
H49,5221 Land Transport & Supporting Services	0.7	1.6	0.1	0.9	0.2	3.1	0.5	1.6
H50,5222,5225 Water Transport & Supporting Services	0.4	1.2	0.2	1.6	0.1	1.2	0.1	0.8
H51,5223 Air Transport & Supporting Services	0.9	2.6	0.3	3.2	0.4	2.1	0.2	4.4
Other Transportation & Storage Services	1.8	3.4	0.6	3.2	0.3	2.5	1.0	3.9
I55-56 ACCOMMODATION AND FOOD SERVICES	6.2	4.2	1.0	2.9	3.9	4.4	1.3	4.7
I55 Accommodation	1.7	6.5	0.4	4.2	0.7	6.8	0.6	9.6
I56 Food & Beverage Services	4.5	3.7	0.6	2.5	3.1	4.1	0.8	3.4
J58-63 INFORMATION AND COMMUNICATIONS	4.2	4.7	3.9	5.0	0.2	2.9	-	-
J58-61 Telecommunications, Broadcasting & Publishing	1.0	3.4	0.9	3.5	0.1	2.9	-	-
J62-63 IT & Other Information Services	3.2	5.4	3.1	5.7	0.1	3.1	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	6.0	4.1	5.6	4.2	0.3	3.0	-	-
K64 & 66 (excl.662) Financial Services	5.3	4.2	5.0	4.3	0.2	2.5	-	-
K65 & 662 Insurance Services	0.7	3.5	0.6	3.4	0.1	4.0	-	-
L68 REAL ESTATE SERVICES	1.3	2.5	0.7	2.7	0.2	1.9	0.4	2.4
M69-75 PROFESSIONAL SERVICES	4.4	3.2	3.7	3.5	0.4	3.0	0.3	1.4
M69-70 Legal, Accounting & Management Services	2.6	3.8	2.2	3.9	0.3	3.4	0.1	2.9
M71 Architectural & Engineering Services	1.0	2.1	0.8	2.7	0.1	1.7	0.2	1.1
Other Professional Services	0.9	3.6	0.8	3.7	0.1	3.1	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	6.0	3.9	0.9	2.9	2.2	4.8	2.9	3.8
N80 Security & Investigation	2.1	6.1	0.1	2.5	1.8	6.1	0.2	9.4
N81 Cleaning & Landscaping	2.5	3.5	0.1	1.7	0.1	1.3	2.3	3.8
Other Administrative & Support Services	1.4	3.0	0.8	3.3	0.3	2.7	0.4	2.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.7	2.9	7.8	2.8	2.4	3.1	0.6	2.4
O84,P85 Public Administration & Education	5.3	2.8	4.9	2.9	0.3	2.4	0.1	1.6
Q86-88 Health & Social Services	3.5	3.1	2.1	2.8	1.1	4.0	0.2	3.7
R90-93 Arts, Entertainment & Recreation	0.8	1.9	0.4	2.2	0.4	1.9	0.1	1.2
S,T,U Other Community, Social & Personal Services	1.2	3.2	0.4	2.6	0.6	4.1	0.2	2.6
<b>A,B,D,E,V OTHERS*</b>	<b>0.4</b>	<b>2.0</b>	<b>0.2</b>	<b>1.5</b>	<b>-</b>	<b>-</b>	<b>0.2</b>	<b>3.1</b>

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	3Q	
				2017	2018
<b>TOTAL</b>	<b>2.4</b>	<b>2.2</b>	<b>2.1</b>	<b>2.2</b>	<b>2.3</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>1.6</b>	<b>1.6</b>	<b>1.8</b>	<b>2.1</b>	<b>2.1</b>
C10-12 Food, Beverages & Tobacco	3.2	2.9	3.0	2.9	3.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.7	1.6	1.9	2.0	1.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.4	1.4	1.5	1.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.4	1.6	1.7	2.1
C26 Electronic, Computer & Optical Products	1.6	1.6	2.5	2.9	2.1
C29-30 Transport Equipment	1.1	1.2	1.2	1.7	2.0
Other Manufacturing Industries	1.8	1.8	1.6	1.7	1.8
<b>F41-43 CONSTRUCTION</b>	<b>2.5</b>	<b>2.1</b>	<b>1.7</b>	<b>1.7</b>	<b>2.0</b>
<b>G-U SERVICES</b>	<b>2.6</b>	<b>2.4</b>	<b>2.3</b>	<b>2.4</b>	<b>2.4</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>2.7</b>	<b>2.5</b>	<b>2.4</b>	<b>2.5</b>	<b>2.3</b>
G46 Wholesale Trade	2.0	1.9	1.8	2.0	2.1
G47 Retail Trade	4.1	3.8	3.5	3.7	2.8
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>2.0</b>	<b>1.8</b>	<b>1.7</b>	<b>1.8</b>	<b>1.7</b>
H49,5221 Land Transport & Supporting Services	2.2	1.9	1.7	2.0	1.4
H50,5222, 5225 Water Transport & Supporting Services	1.7	1.4	1.5	1.6	1.0
H51,5223 Air Transport & Supporting Services	1.5	1.3	1.1	1.0	1.6
Other Transportation & Storage Services	2.4	2.4	2.3	2.3	2.4
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>4.5</b>	<b>3.9</b>	<b>3.7</b>	<b>3.4</b>	<b>3.4</b>
I55 Accommodation	3.5	2.9	2.8	3.0	3.0
I56 Food & Beverage Services	4.7	4.2	4.0	3.5	3.4
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.6</b>	<b>2.2</b>	<b>2.0</b>	<b>2.1</b>	<b>2.3</b>
J58-61 Telecommunications, Broadcasting & Publishing	2.2	1.8	1.6	1.8	1.8
J62-63 IT & Other Information Services	3.0	2.4	2.2	2.3	2.6
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>2.0</b>	<b>1.9</b>	<b>1.8</b>	<b>2.2</b>	<b>2.5</b>
K64 & 66 (excl.662) Financial Services	1.9	1.8	1.8	2.1	2.5
K65 & 662 Insurance Services	2.5	2.5	2.3	2.6	2.5
<b>L68 REAL ESTATE SERVICES</b>	<b>3.5</b>	<b>3.5</b>	<b>3.4</b>	<b>3.1</b>	<b>3.8</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>2.2</b>	<b>2.3</b>	<b>2.0</b>	<b>2.4</b>	<b>2.8</b>
M69-70 Legal, Accounting & Management Services	2.5	2.3	2.1	2.9	2.7
M71 Architectural & Engineering Services	1.8	2.3	1.9	2.1	2.7
Other Professional Services	2.3	2.0	1.8	1.8	3.3
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.7</b>	<b>4.4</b>	<b>4.6</b>	<b>4.4</b>	<b>3.9</b>
N80 Security & Investigation	4.2	3.5	3.7	3.5	3.4
N81 Cleaning & Landscaping	5.1	4.8	4.6	4.1	4.6
Other Administrative & Support Services	4.8	4.9	5.5	5.7	3.3
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.6</b>	<b>1.4</b>	<b>1.3</b>	<b>1.4</b>	<b>1.6</b>
O84,P85 Public Administration & Education	1.1	1.1	1.0	1.1	1.3
Q86-88 Health & Social Services	2.0	1.6	1.6	1.6	1.7
R90-93 Arts, Entertainment & Recreation	2.6	1.7	1.8	1.9	1.8
S,T,U Other Community, Social & Personal Services	2.2	2.2	2.0	1.7	2.1
<b>A,B,D,E,V OTHERS*</b>	<b>1.6</b>	<b>1.3</b>	<b>1.4</b>	<b>1.7</b>	<b>2.1</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	1.8	1.6	1.5	1.8	1.9
Clerical, Sales & Service Workers	3.5	3.1	3.1	3.0	2.9
Production & Transport Operators, Cleaners & Labourers	2.6	2.5	2.4	2.4	2.5

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the month 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	3Q	
								2017	2018
<b>TOTAL</b>					<b>1.9</b>	<b>1.8</b>	<b>1.8</b>	<b>1.8</b>	<b>1.7</b>
<b>INDUSTRY (SSIC 2015)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>				<b>1.5</b>	<b>1.5</b>	<b>1.5</b>	<b>1.6</b>	<b>1.5</b>
C10-12	Food, Beverages & Tobacco				2.6	2.6	2.5	2.3	2.8
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.6	1.7	1.7	1.7	1.6
C19-21	Petroleum, Chemical & Pharmaceutical Products				1.0	0.9	0.9	1.0	1.0
C25,28	Fabricated Metal Products, Machinery & Equipment				1.6	1.5	1.6	1.6	1.5
C26	Electronic, Computer & Optical Products				1.3	1.4	1.5	1.6	1.6
C29-30	Transport Equipment				1.3	1.3	1.4	1.5	1.2
	Other Manufacturing Industries				1.6	1.4	1.3	1.2	1.6
<b>F41-43</b>	<b>CONSTRUCTION</b>				<b>1.8</b>	<b>1.7</b>	<b>1.8</b>	<b>1.7</b>	<b>1.7</b>
<b>G-U</b>	<b>SERVICES</b>				<b>2.0</b>	<b>1.9</b>	<b>1.9</b>	<b>1.9</b>	<b>1.8</b>
G46-47	WHOLESALE AND RETAIL TRADE				2.2	2.2	2.0	2.0	1.9
G46	Wholesale Trade				1.7	1.7	1.6	1.6	1.5
G47	Retail Trade				3.4	3.2	3.0	2.9	2.8
H49-53	TRANSPORTATION AND STORAGE				1.5	1.4	1.3	1.3	1.2
H49,5221	Land Transport & Supporting Services				1.4	1.3	1.3	1.5	1.1
H50,5222,5225	Water Transport & Supporting Services				1.1	1.0	0.9	0.8	0.9
H51,5223	Air Transport & Supporting Services				1.0	0.9	0.8	0.9	1.0
	Other Transportation & Storage Services				2.1	2.0	1.9	1.8	1.7
I55-56	ACCOMMODATION AND FOOD SERVICES				4.0	3.6	3.6	3.2	2.9
I55	Accommodation				3.0	2.6	2.6	2.6	2.4
I56	Food & Beverage Services				4.3	3.8	3.8	3.4	3.0
J58-63	INFORMATION AND COMMUNICATIONS				1.8	1.7	1.6	1.7	1.5
J58-61	Telecommunications, Broadcasting & Publishing				1.5	1.4	1.2	1.4	1.1
J62-63	IT & Other Information Services				2.0	1.9	1.8	1.9	1.7
K64-66	FINANCIAL AND INSURANCE SERVICES				1.3	1.2	1.3	1.4	1.5
K64 & 66 (excl.662)	Financial Services				1.2	1.2	1.2	1.4	1.5
K65 & 662	Insurance Services				1.7	1.6	1.6	1.8	1.7
L68	REAL ESTATE SERVICES				3.1	2.9	2.7	2.7	2.5
M69-75	PROFESSIONAL SERVICES				1.8	1.6	1.5	1.6	1.6
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	1.5	1.6
	Other Professional Services				2.1	1.6	1.5	1.5	1.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.4	3.5	3.6	3.7	3.3
N80	Security & Investigation				3.1	2.8	3.0	3.0	2.5
N81	Cleaning & Landscaping				4.2	4.1	4.3	4.6	4.3
	Other Administrative & Support Services				2.9	3.3	3.3	3.2	2.4
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	0.7	0.8
Q86-88	Health & Social Services				1.2	1.1	1.1	1.1	1.2
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	1.3	1.8
<b>A,B,D,E,V</b>	<b>OTHERS*</b>				<b>1.4</b>	<b>1.2</b>	<b>1.4</b>	<b>2.3</b>	<b>1.3</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians				1.3	1.2	1.2	1.2	1.3
	Clerical, Sales & Service Workers				2.8	2.7	2.6	2.5	2.3
	Production & Transport Operators, Cleaners & Labourers				2.1	2.1	2.2	2.3	2.0

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

## 7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY  
AND OCCUPATIONAL GROUP, THIRD QUARTER 2018

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>2.3</b>	<b>1.7</b>	<b>1.9</b>	<b>1.3</b>	<b>2.9</b>	<b>2.3</b>	<b>2.5</b>	<b>2.0</b>
<b>C10-32 MANUFACTURING</b>	<b>2.1</b>	<b>1.5</b>	<b>1.7</b>	<b>1.2</b>	<b>2.6</b>	<b>2.2</b>	<b>2.3</b>	<b>1.8</b>
C10-12 Food, Beverages & Tobacco	3.1	2.8	1.5	1.9	4.3	3.5	3.2	2.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.6	1.4	1.4	2.0	2.1	2.0	1.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.5	1.0	1.4	0.9	1.6	0.6	1.9	1.4
C25,28 Fabricated Metal Products, Machinery & Equipment	2.1	1.5	1.7	1.3	2.0	1.5	2.3	1.6
C26 Electronic, Computer & Optical Products	2.1	1.6	1.8	1.1	2.5	1.6	2.3	2.3
C29-30 Transport Equipment	2.0	1.2	1.5	0.9	1.1	1.3	2.6	1.4
Other Manufacturing Industries	1.8	1.6	1.9	1.4	2.3	2.2	1.7	1.6
<b>F41-43 CONSTRUCTION</b>	<b>2.0</b>	<b>1.7</b>	<b>1.9</b>	<b>1.5</b>	<b>1.6</b>	<b>1.7</b>	<b>2.1</b>	<b>1.7</b>
<b>G-U SERVICES</b>	<b>2.4</b>	<b>1.8</b>	<b>2.0</b>	<b>1.3</b>	<b>3.0</b>	<b>2.4</b>	<b>2.9</b>	<b>2.5</b>
G46-47 WHOLESALE AND RETAIL TRADE	2.3	1.9	1.9	1.2	3.2	2.8	1.8	1.8
G46 Wholesale Trade	2.1	1.5	1.9	1.2	2.9	2.0	1.9	1.8
G47 Retail Trade	2.8	2.8	2.0	1.7	3.4	3.3	1.4	2.0
H49-53 TRANSPORTATION AND STORAGE	1.7	1.2	1.5	1.1	1.9	1.4	1.7	1.2
H49,5221 Land Transport & Supporting Services	1.4	1.1	1.5	1.0	1.5	1.7	1.4	1.0
H50,5222, 5225 Water Transport & Supporting Services	1.0	0.9	1.6	1.0	1.3	1.3	0.4	0.6
H51,5223 Air Transport & Supporting Services	1.6	1.0	1.4	0.7	1.6	1.1	2.2	1.2
Other Transportation & Storage Services	2.4	1.7	1.6	1.5	3.0	2.0	2.6	1.8
I55-56 ACCOMMODATION AND FOOD SERVICES	3.4	2.9	2.1	2.0	3.8	3.3	3.4	2.8
I55 Accommodation	3.0	2.4	2.4	2.3	3.5	2.6	2.9	2.2
I56 Food & Beverage Services	3.4	3.0	2.0	1.9	3.9	3.3	3.5	3.0
J58-63 INFORMATION AND COMMUNICATIONS	2.3	1.5	2.3	1.5	2.8	1.6	1.3	0.6
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.1	1.7	1.1	2.3	1.5	0.2	0.5
J62-63 IT & Other Information Services	2.6	1.7	2.5	1.7	3.8	1.7	1.5	0.6
K64-66 FINANCIAL AND INSURANCE SERVICES	2.5	1.5	2.5	1.5	2.5	1.7	0.2	0.3
K64 & 66 (excl.662) Financial Services	2.5	1.5	2.5	1.5	2.4	1.6	0.2	0.3
K65 & 662 Insurance Services	2.5	1.7	2.5	1.6	2.7	2.0	0.4	0.8
L68 REAL ESTATE SERVICES	3.8	2.5	2.8	1.9	4.9	2.2	4.4	3.6
M69-75 PROFESSIONAL SERVICES	2.8	1.6	2.8	1.6	2.0	1.6	3.2	1.7
M69-70 Legal, Accounting & Management Services	2.7	1.6	2.9	1.6	2.0	1.8	0.5	0.4
M71 Architectural & Engineering Services	2.7	1.6	2.1	1.4	2.2	1.6	3.8	1.9
Other Professional Services	3.3	1.8	3.7	1.9	1.2	0.9	1.2	1.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.9	3.3	2.6	2.0	4.1	2.7	4.4	4.2
N80 Security & Investigation	3.4	2.5	1.8	1.5	3.7	2.7	1.8	1.0
N81 Cleaning & Landscaping	4.6	4.3	2.2	2.1	4.1	2.8	4.9	4.6
Other Administrative & Support Services	3.3	2.4	2.8	2.0	4.9	2.6	2.7	2.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.1	1.4	0.9	2.0	1.6	2.1	1.6
O84,P85 Public Administration & Education	1.3	0.8	1.3	0.8	1.8	1.3	1.2	0.7
Q86-88 Health & Social Services	1.7	1.2	1.5	1.1	2.2	1.5	1.9	1.5
R90-93 Arts, Entertainment & Recreation	1.8	1.5	1.6	1.3	2.0	1.7	1.8	1.6
S,T,U Other Community, Social & Personal Services	2.1	1.8	1.8	1.2	2.0	2.1	3.0	2.4
<b>A,B,D,E,V OTHERS*</b>	<b>2.1</b>	<b>1.3</b>	<b>1.2</b>	<b>0.8</b>	<b>2.0</b>	<b>1.8</b>	<b>3.7</b>	<b>2.2</b>

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

		Hours								
Industry (SSIC 2015)		2015	2016	2017	2017		2018			
					Sep	Dec	Mar	Jun	Sep	
<b>TOTAL</b>		<b>45.6</b>	<b>45.5</b>	<b>45.1</b>	<b>45.1</b>	<b>45.0</b>	<b>44.8</b>	<b>44.9</b>	<b>44.9</b>	
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>49.3</b>	<b>48.9</b>	<b>48.5</b>	<b>48.3</b>	<b>48.4</b>	<b>48.2</b>	<b>48.4</b>	<b>48.5</b>	
C10-12	Food, Beverages & Tobacco	46.6	46.6	46.4	46.2	46.0	45.9	45.9	45.7	
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.6	48.5	48.6	49.0	48.3	48.7	48.5	48.2	
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.4	44.9	44.4	44.3	44.4	44.2	44.4	44.0	
C25,28	Fabricated Metal Products, Machinery & Equipment	51.1	50.4	50.1	49.8	50.1	50.0	50.2	50.0	
C26	Electronic, Computer & Optical Products	46.4	47.0	46.9	46.9	47.2	46.3	46.8	47.4	
C29-30	Transport Equipment	52.8	51.3	50.6	50.0	50.6	50.8	50.5	51.3	
	Other Manufacturing Industries	48.5	48.6	48.5	48.5	48.3	47.9	48.5	48.3	
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>52.1</b>	<b>52.0</b>	<b>50.8</b>	<b>50.8</b>	<b>50.5</b>	<b>50.5</b>	<b>50.6</b>	<b>50.6</b>	
<b>G-U</b>	<b>SERVICES</b>	<b>43.1</b>	<b>43.2</b>	<b>43.1</b>	<b>43.1</b>	<b>42.9</b>	<b>42.9</b>	<b>42.9</b>	<b>42.9</b>	
G46-47	WHOLESALE AND RETAIL TRADE	43.0	42.7	42.8	42.7	43.0	42.8	43.1	43.0	
G46	Wholesale Trade	43.4	43.0	43.2	43.0	43.6	43.3	43.5	43.3	
G47	Retail Trade	42.1	42.1	42.1	42.0	41.7	41.5	42.3	42.2	
H49-53	TRANSPORTATION AND STORAGE	45.7	45.9	45.5	45.8	45.5	45.5	45.6	45.5	
H49,5221	Land Transport & Supporting Services	46.0	45.9	45.3	45.5	45.0	44.9	44.9	45.2	
H50,5222,5225	Water Transport & Supporting Services	44.3	44.7	44.3	44.5	44.2	44.6	44.6	44.4	
H51,5223	Air Transport & Supporting Services	45.2	45.7	45.1	45.8	44.8	45.1	45.0	45.0	
	Other Transportation & Storage Services	47.0	46.8	46.9	46.9	47.3	46.9	47.2	46.7	
I55-56	ACCOMMODATION AND FOOD SERVICES	41.5	42.0	42.2	42.1	42.1	41.6	41.5	41.3	
I55	Accommodation	46.4	46.2	46.1	46.2	46.1	45.8	45.5	45.4	
I56	Food & Beverage Services	40.4	41.1	41.3	41.2	41.2	40.8	40.6	40.5	
J58-63	INFORMATION AND COMMUNICATIONS	41.5	41.4	41.5	41.5	41.8	41.6	41.7	41.7	
J58-61	Telecommunications, Broadcasting & Publishing	41.9	41.7	41.6	41.5	41.8	41.6	41.6	41.5	
J62-63	IT & Other Information Services	41.2	41.2	41.5	41.5	41.8	41.6	41.7	41.8	
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.1	41.2	41.1	41.1	41.1	41.1	
K64 & 66 (excl.662)	Financial Services	41.2	41.2	41.3	41.4	41.2	41.3	41.2	41.3	
K65 & 662	Insurance Services	40.1	40.1	40.1	40.1	40.1	40.0	40.0	40.1	
L68	REAL ESTATE SERVICES	44.8	45.0	44.6	44.5	44.3	43.9	44.1	43.9	
M69-75	PROFESSIONAL SERVICES	42.9	43.3	43.1	43.1	42.9	42.9	42.9	43.0	
M69-70	Legal, Accounting & Management Services	41.2	41.3	41.2	41.1	41.1	41.1	40.9	41.2	
M71	Architectural & Engineering Services	45.6	46.5	46.1	46.0	45.9	46.0	46.2	45.9	
	Other Professional Services	42.0	42.0	42.4	42.5	42.0	41.5	41.5	42.1	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.4	46.6	46.7	47.1	46.0	46.2	45.9	45.8	
N80	Security & Investigation	50.5	51.2	52.3	51.8	52.4	51.9	51.9	51.0	
N81	Cleaning & Landscaping	43.8	44.0	44.4	45.1	44.1	44.7	44.5	44.7	
	Other Administrative & Support Services	45.3	44.9	44.5	44.7	44.3	44.3	43.9	43.9	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.1	41.9	41.9	41.8	41.8	41.8	41.8	
O84,P85	Public Administration & Education	41.5	41.6	41.4	41.3	41.2	41.2	41.1	41.2	
Q86-88	Health & Social Services	41.9	42.0	41.9	41.8	41.9	42.0	42.0	42.0	
R90-93	Arts, Entertainment & Recreation	44.2	44.0	43.7	43.8	43.4	43.9	44.0	43.7	
S,T,U	Other Community, Social & Personal Services	42.9	42.9	42.8	43.1	42.1	41.9	42.0	41.9	
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>45.6</b>	<b>45.7</b>	<b>45.4</b>	<b>45.5</b>	<b>45.4</b>	<b>45.6</b>	<b>45.5</b>	<b>45.5</b>	

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

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

Notes :

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

## 8.2 HOURS WORKED

### AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

		Hours								
Industry (SSIC 2015)		2015	2016	2017	2017		2018			
					Sep	Dec	Mar	Jun	Sep	
<b>TOTAL</b>		<b>3.4</b>	<b>3.3</b>	<b>3.0</b>	<b>3.0</b>	<b>2.9</b>	<b>2.8</b>	<b>2.9</b>	<b>2.9</b>	
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>6.3</b>	<b>5.9</b>	<b>5.6</b>	<b>5.4</b>	<b>5.7</b>	<b>5.5</b>	<b>5.6</b>	<b>5.8</b>	
C10-12	Food, Beverages & Tobacco	4.0	4.0	3.9	3.8	3.9	3.4	3.7	3.8	
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.4	5.2	5.3	5.6	5.1	5.6	5.5	5.1	
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.6	2.8	2.5	2.5	2.6	2.4	2.8	2.4	
C25,28	Fabricated Metal Products, Machinery & Equipment	7.6	6.9	6.8	6.5	6.8	6.8	7.0	6.6	
C26	Electronic, Computer & Optical Products	4.3	4.6	4.5	4.5	5.1	4.2	4.6	5.1	
C29-30	Transport Equipment	9.1	7.7	7.1	6.5	7.2	7.4	7.1	8.0	
	Other Manufacturing Industries	5.9	6.0	6.0	6.1	5.7	5.4	5.9	5.7	
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>7.6</b>	<b>7.7</b>	<b>6.6</b>	<b>6.6</b>	<b>6.5</b>	<b>6.4</b>	<b>6.6</b>	<b>6.7</b>	
<b>G-U</b>	<b>SERVICES</b>	<b>1.6</b>	<b>1.6</b>	<b>1.5</b>	<b>1.6</b>	<b>1.5</b>	<b>1.5</b>	<b>1.5</b>	<b>1.5</b>	
G46-47	WHOLESALE AND RETAIL TRADE	1.8	1.5	1.5	1.5	1.7	1.5	1.7	1.7	
G46	Wholesale Trade	1.8	1.4	1.5	1.4	1.7	1.5	1.6	1.6	
G47	Retail Trade	1.8	1.7	1.7	1.7	1.7	1.7	1.9	1.8	
H49-53	TRANSPORTATION AND STORAGE	2.9	2.9	2.6	2.8	2.6	2.6	2.7	2.6	
H49,5221	Land Transport & Supporting Services	3.3	3.2	2.8	2.8	2.7	2.7	2.6	2.8	
H50,5222,5225	Water Transport & Supporting Services	1.8	2.0	1.6	1.6	1.6	1.9	1.9	1.9	
H51,5223	Air Transport & Supporting Services	2.1	2.6	2.0	2.7	1.7	1.9	1.9	1.8	
	Other Transportation & Storage Services	4.0	3.7	3.7	3.7	3.9	3.4	3.9	3.4	
I55-56	ACCOMMODATION AND FOOD SERVICES	1.8	1.8	2.0	2.1	2.0	1.9	1.9	1.9	
I55	Accommodation	2.6	2.4	2.4	2.5	2.5	2.3	2.1	2.4	
I56	Food & Beverage Services	1.6	1.7	1.9	2.1	1.9	1.8	1.8	1.8	
J58-63	INFORMATION AND COMMUNICATIONS	0.4	0.3	0.3	0.4	0.5	0.4	0.4	0.4	
J58-61	Telecommunications, Broadcasting & Publishing	0.7	0.5	0.4	0.3	0.5	0.4	0.4	0.4	
J62-63	IT & Other Information Services	0.2	0.2	0.3	0.4	0.4	0.4	0.4	0.4	
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1	
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1	
K65 & 662	Insurance Services	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.1	
L68	REAL ESTATE SERVICES	2.3	2.4	2.0	1.7	1.7	1.5	1.6	1.5	
M69-75	PROFESSIONAL SERVICES	1.4	1.6	1.5	1.5	1.3	1.4	1.6	1.4	
M69-70	Legal, Accounting & Management Services	0.5	0.5	0.4	0.3	0.2	0.3	0.3	0.3	
M71	Architectural & Engineering Services	2.9	3.6	3.3	3.2	3.1	3.1	3.6	3.2	
	Other Professional Services	0.7	0.6	0.8	0.9	0.7	0.7	0.7	0.7	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.4	4.6	4.7	4.8	4.3	4.2	4.1	3.9	
N80	Security & Investigation	9.1	9.3	9.8	9.2	10.3	10.2	10.2	9.5	
N81	Cleaning & Landscaping	1.8	2.0	2.5	2.9	2.4	2.8	2.8	2.7	
	Other Administrative & Support Services	2.8	2.9	2.6	2.8	2.5	2.1	2.0	2.0	
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	0.3	0.4	0.4	0.5	0.4	
R90-93	Arts, Entertainment & Recreation	1.5	1.4	1.2	1.2	1.3	1.3	1.4	1.2	
S,T,U	Other Community, Social & Personal Services	1.5	1.0	1.1	1.0	1.1	1.1	1.2	1.1	
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>3.0</b>	<b>3.1</b>	<b>2.9</b>	<b>3.0</b>	<b>2.8</b>	<b>3.0</b>	<b>2.9</b>	<b>3.0</b>	

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.<sup>1</sup>

#### 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

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<sup>1</sup> 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 Scheme<sup>2</sup>.

### 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.

<sup>2</sup> 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
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Sep 18	57,400	2,100	3.6%	53,300	61,500
Resident Unemployment Rate	Sep 18	2.5%	0.09%-pt	3.7%	2.3%	2.7%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	3Q 18	2.3%	0.03%-pt	1.4%	2.3%	2.4%
Average Monthly Resignation Rate	3Q 18	1.7%	0.02%-pt	1.0%	1.7%	1.8%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Sep 18	2.9	0.05	1.6%	2.8	3.0

Note: Data are non-seasonally adjusted.

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

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Too detailed       Just right       Too brief

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