

Labour Market Report 2018



MINISTRY OF
MANPOWER

Manpower Research
and Statistics Department

COPYRIGHT NOTICE

LABOUR MARKET REPORT 2018

ISSN 0219-2527

© Manpower Research and Statistics Department
Ministry of Manpower
Republic of Singapore

All rights reserved. Further reproduction of this material is prohibited without the written permission of the copyright holder. Application to reproduce any part of this publication should be addressed to:

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

Email: mom_rsd@mom.gov.sg

In citation, please credit the source when you extract and use the information/data from the publication.

MISSION

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

Statistical activities conducted by the Manpower Research and Statistics Department (MRSD) are governed by the provisions of the Statistics Act (Chapter 317). The Act guarantees the confidentiality of information collected from individuals and companies. It spells out the legislative authority and responsibility of the Director, Manpower Research and Statistics Department.

Statistics compiled and disseminated by the MRSD adhere to international standards on official statistics set by the International Labour Organisation and International Monetary Fund.

For insights on the labour market, visit us at stats.mom.gov.sg

CONTENTS

ii

Notations and Abbreviations

iii

Infographics

1

Highlights

1

Labour Market Report 2018

Overview	2
Unemployment	2
Employment	13
Retrenchment	20
Re-entry into Employment	23
Job Vacancy	36
Labour Turnover	38
Hours Worked	40

A1

Statistical Updates

Unemployment	A1
Employment	A5
Retrenchment	A6
Re-entry into Employment	A11
Job Vacancy	A12
Labour Turnover	A15
Hours Worked	A18

A20

Explanatory Notes

Notations

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

Abbreviations

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

Labour Market Report 2018

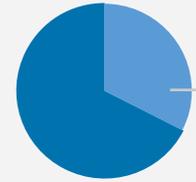
Employment

Employment level (excl. FDW)



3,461,000
Dec 2018

Foreigners' share of employment (excl. FDW)



32.7 %
Dec 2018

Total employment grew, driven by locals

Employment change (Annual)

■ Total (excl. FDW) ■ Local ■ Foreign (excl. FDW)



Unemployment

Slight increase in unemployment rates over the quarter

Unemployment rate (%), seasonally adjusted

● Overall ● Resident ● Citizen



Unemployed persons



69,600 Residents
Dec 2018



60,300 Citizens
Dec 2018

Resident long-term unemployment rate rose in December 2018

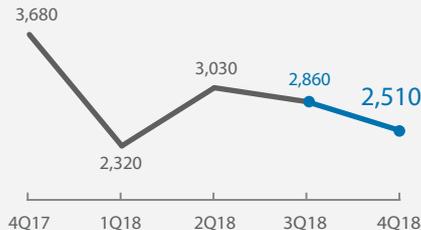
Resident long-term unemployment rate (%), seasonally adjusted



Retrenchment

Fewer retrenchments in the fourth quarter of 2018

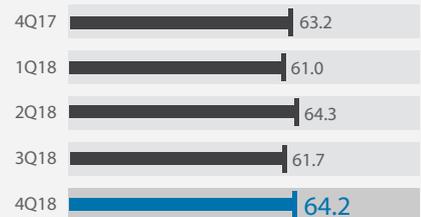
Retrenched employees



Re-entry into Employment

Rate of re-entry into employment rose

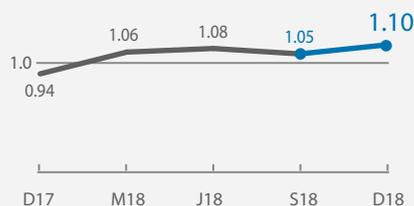
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



Job Vacancy

Job vacancies to unemployed ratio rose

Ratio of job vacancies to unemployed persons, seasonally adjusted



Labour Turnover

Recruitment activity dipped over the quarter

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



HIGHLIGHTS

Overview

- Confirming preliminary estimates released earlier, final data showed that the labour market improved in 2018. Total employment growth was the highest since 2014, with local growth more than double that of foreigners. Significantly fewer employees were also retrenched. Along with higher employment growth, the recruitment rate picked up, and the unemployment and resident long-term unemployment rates fell.
- However, labour market trends were mixed in fourth quarter of 2018. While a higher job vacancy to unemployed ratio, lower retrenchments, and a higher re-entry rate among retrenched locals pointed to continued improvements, we observed that total employment grew at a moderated pace compared to the previous quarter. There was also a slight increase in the resident unemployment and long-term unemployment rates across most age and education groups.

Findings

- The seasonally adjusted unemployment rates were slightly higher than the previous quarter (overall: from 2.1% to 2.2%; residents: from 2.9% to 3.0%; citizens: from 3.0% to 3.1%). The resident long-term unemployment rate also rose (from 0.6% to 0.8%). For the year as a whole, the unemployment and long-term unemployment rates trended lower, due to the lower rates in the first three quarters of the year.
- Total employment (excluding foreign domestic workers (FDW)) increased at a moderated pace in the fourth quarter of 2018 (14,700). For the whole of 2018, total employment grew by 38,300; the highest since 2014 (122,100). Local employment growth (27,400) was more than double that of foreigners (10,900). The local employment increase in 2018 came from services industries such as health & social services, transportation & storage, financial services, information & communications, and professional services.
- There were fewer retrenchments, on both a quarterly and annual basis. Business restructuring and reorganisation remained the reason for the majority of retrenchments. The six-month re-entry rate also improved. 64% of those who were retrenched six months ago found employment in the fourth quarter of 2018, up from the 62% for the earlier cohort who re-entered in the third quarter of 2018.
- While unemployment rose in December 2018, there continued to be more vacancies than job seekers. The seasonally adjusted ratio of job vacancies to unemployed persons rose from 1.05 in September 2018 to 1.10 in December 2018, and was broadly similar to the ratio in June 2018 (1.08).

Overview

Confirming preliminary estimates released earlier, final data showed that the labour market improved in 2018.¹ Total employment growth² was the highest since 2014, with local growth more than double that of foreigners. Significantly fewer employees were also retrenched². Along with higher employment growth, the recruitment rate³ picked up, and the unemployment and resident long-term unemployment rates³ fell.

However, labour market trends were mixed in the fourth quarter of 2018. While a higher job vacancy to unemployed ratio, lower retrenchments, and a higher re-entry rate among retrenched locals pointed to continued improvements, we observed that total employment grew at a moderated pace compared to the previous quarter. There was also a slight increase in the resident unemployment and long-term unemployment rates across most age and education groups.

Unemployment

Quarter-on-quarter, the seasonally adjusted* unemployment rates rose from September 2018 to December 2018 (overall: from 2.1% to 2.2%; residents: from 2.9% to 3.0%; citizens: from 3.0% to 3.1%), after holding steady in the previous quarters.

69,600 residents, including 60,300 citizens, were unemployed in December 2018. This was higher than the levels in September 2018 (66,600 and 58,700 respectively).⁴

Slight increase in unemployment rates over the quarter

¹ Preliminary data were released in the Labour Market Advance Release on 31 January 2019.

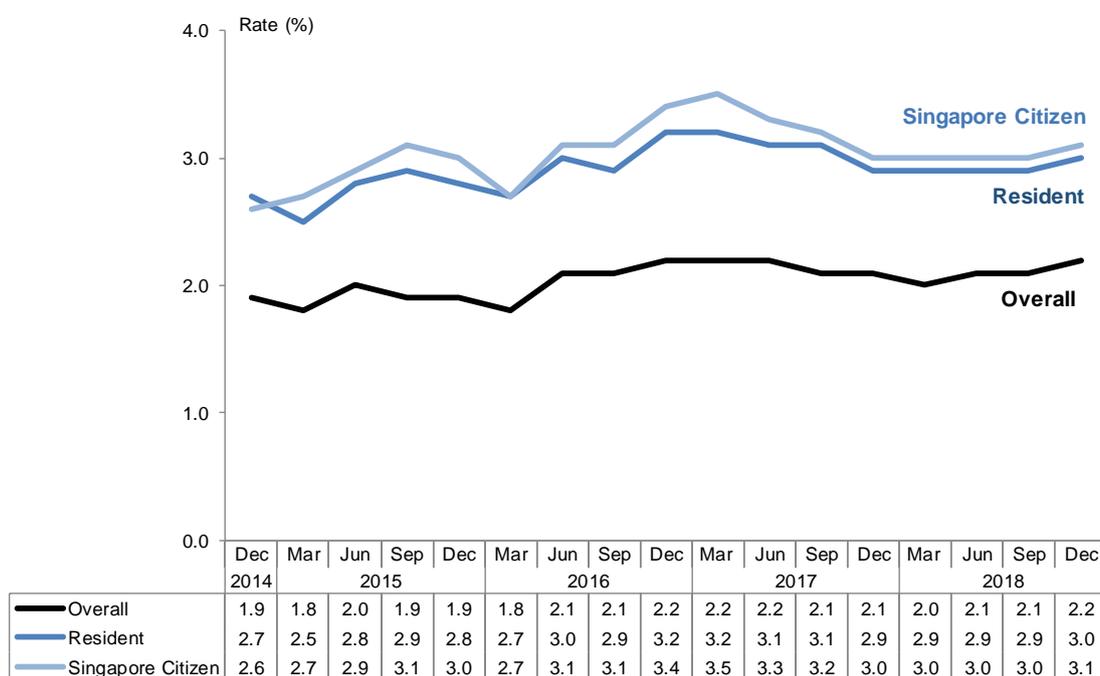
² This refers to the full year of 2018.

³ These are annual average figures for the year.

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

⁴ Based on seasonally adjusted data on number of unemployed persons.

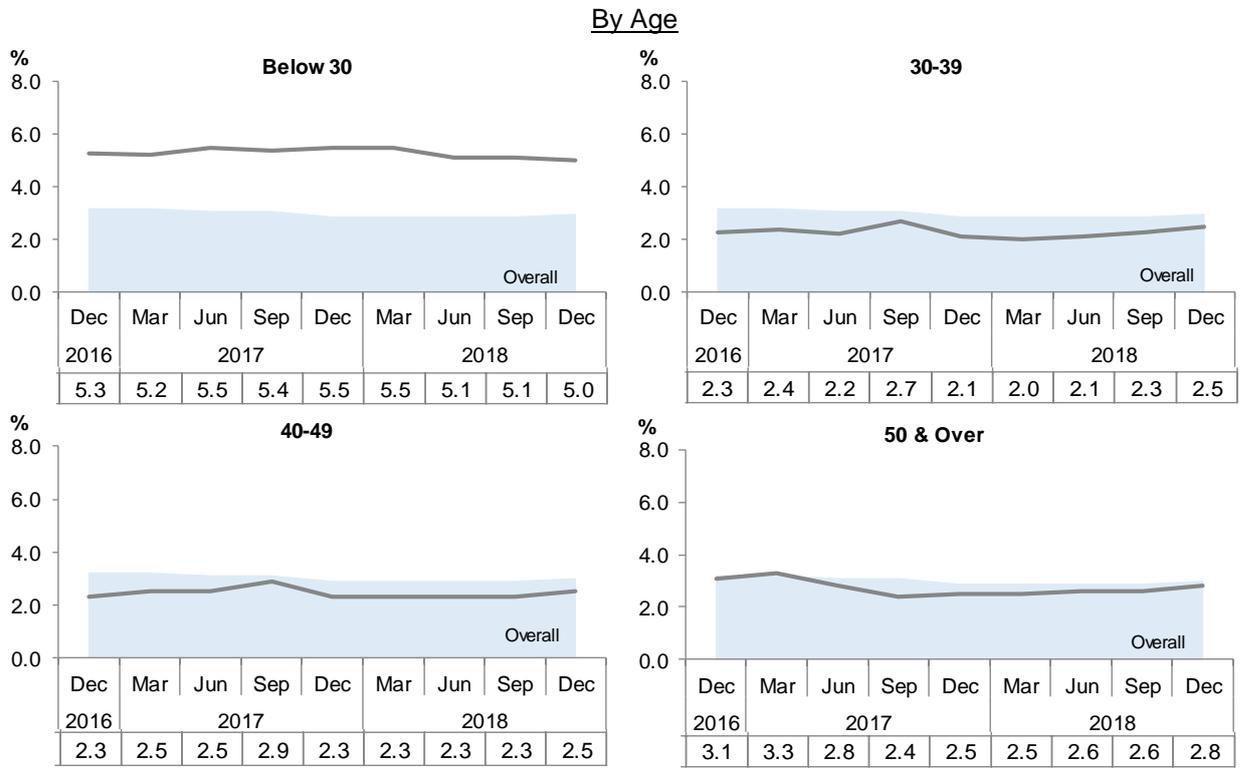
Chart 1 Unemployment Rate (Seasonally Adjusted)



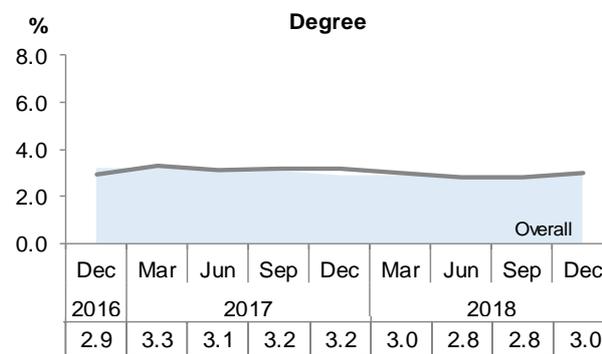
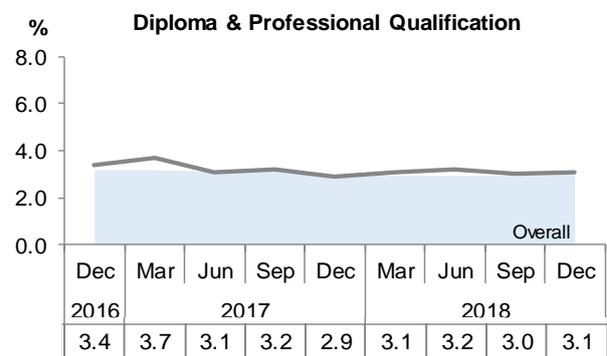
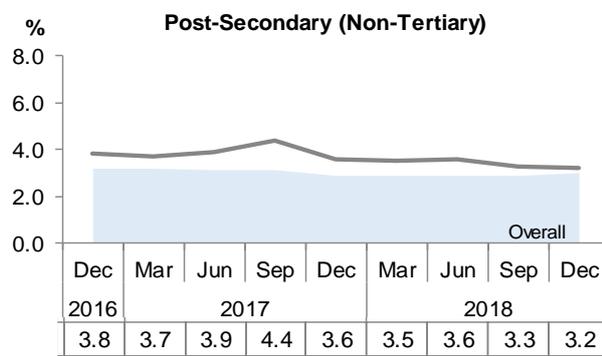
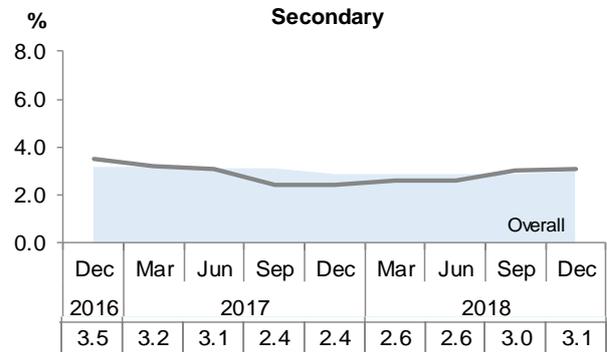
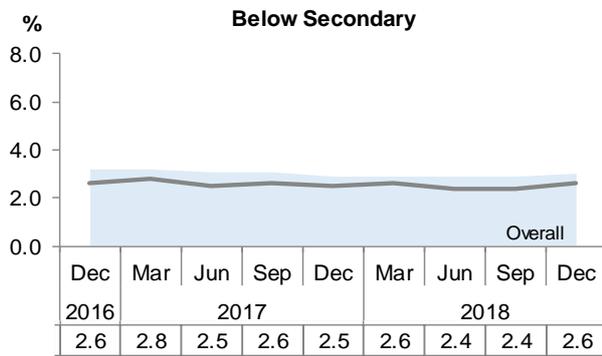
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Among residents, the increase in unemployment rate was observed across most age and education groups. The exceptions were residents aged below 30, and those with post-secondary (non-tertiary) qualifications, whose unemployment rates remained on a downtrend.

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



By Education

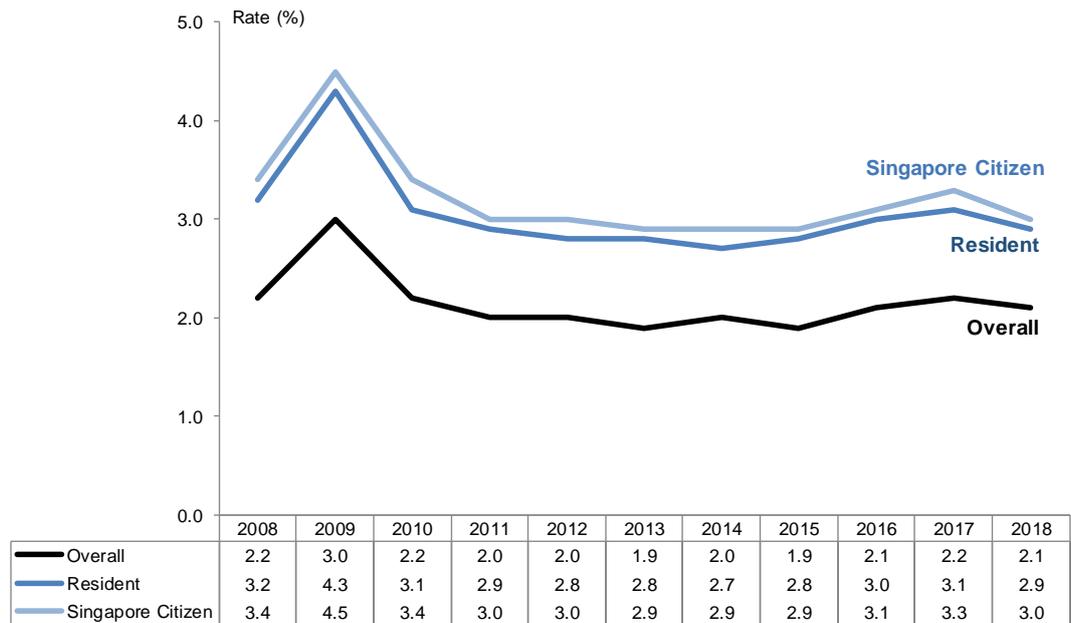


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Annual average unemployment rates fell in 2018

Due to the lower unemployment rates in the first three quarters of 2018, the unemployment rates trended lower for 2018 as a whole (overall: from 2.2% to 2.1%, residents: from 3.1% to 2.9%, citizens: from 3.3% to 3.0%). The improvement was felt across most age and education groups.

Chart 3 Annual Average Unemployment Rate



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

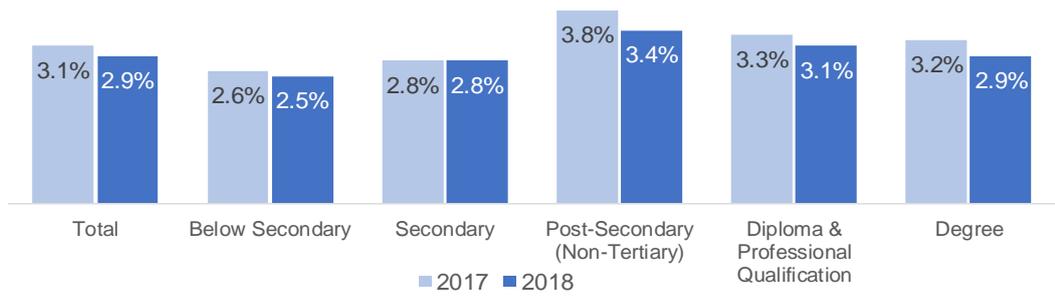
Note: Annual figures are the simple averages of the non-seasonally adjusted figures obtained at quarterly intervals.

Chart 4 Annual Average Resident Unemployment Rate By Age And Education

By Age



By Education



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

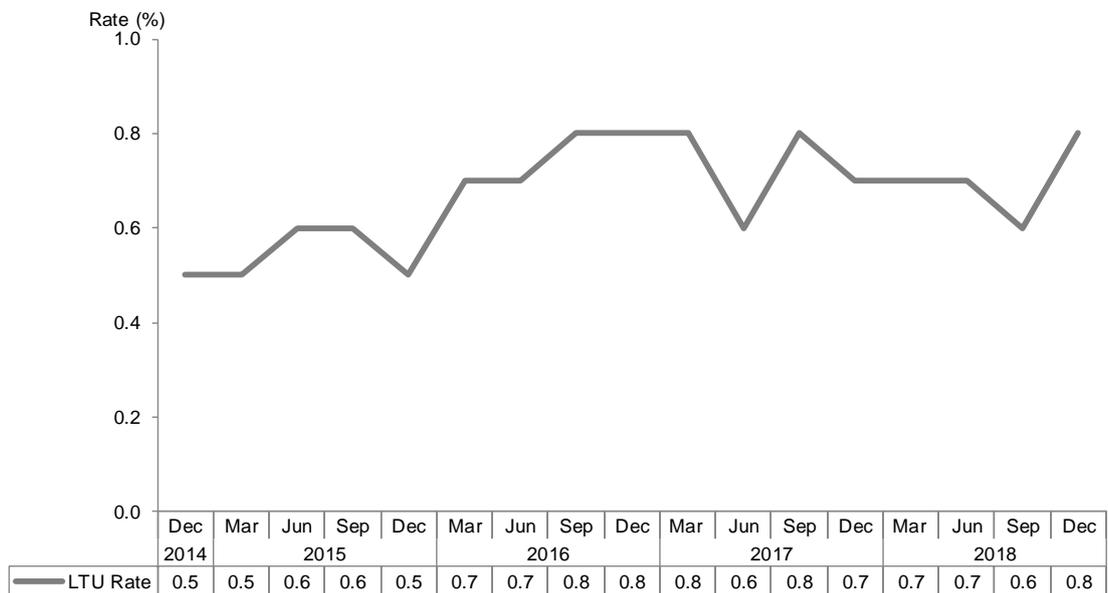
Note: Annual figures are the simple averages of the non-seasonally adjusted figures obtained at quarterly intervals.

Resident long-term unemployment rate rose in December 2018

Quarter-on-quarter, the seasonally adjusted resident long-term unemployment rate rose after declining in the last quarter, from 0.6% in September 2018 to 0.8% in December 2018.

Most age and education groups saw an increase in their long-term unemployment rates over the quarter. In particular, residents aged 50 & over found it harder to secure jobs, as their long-term unemployment rate saw a larger increase from 0.7% in September 2018 to 1.0% in December 2018, and was the highest among all age groups.

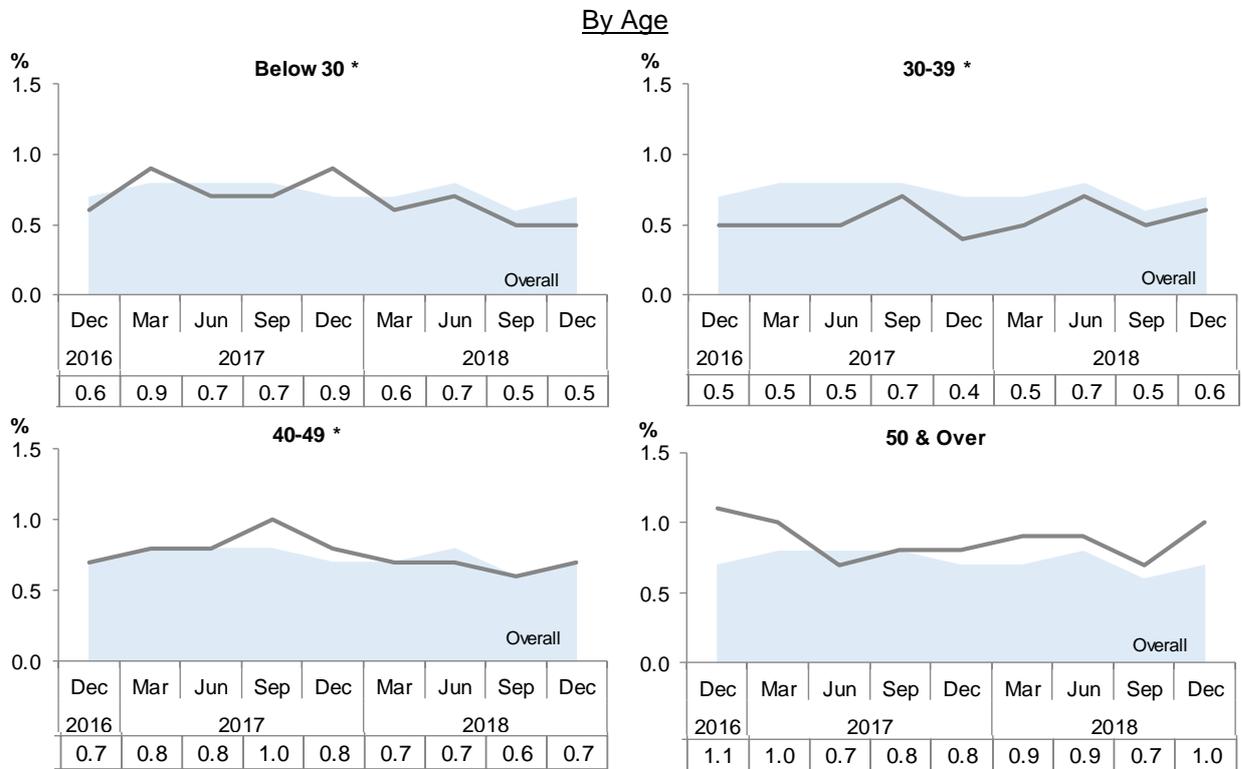
Chart 5 Resident Long-Term Unemployment Rate (Seasonally Adjusted)



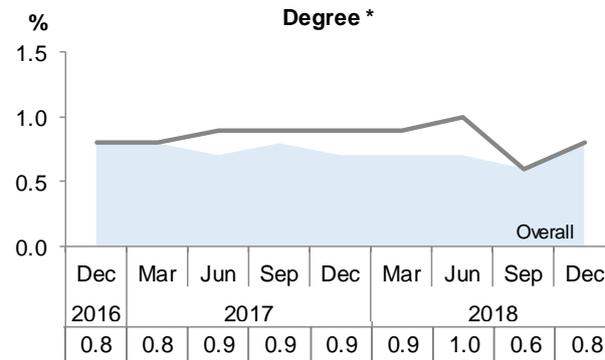
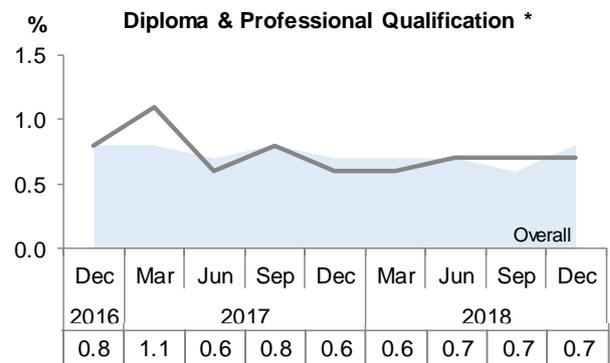
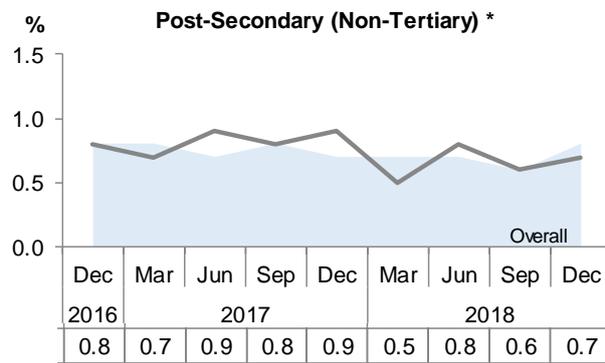
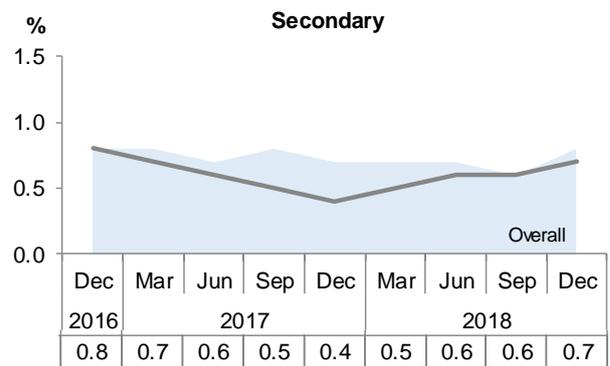
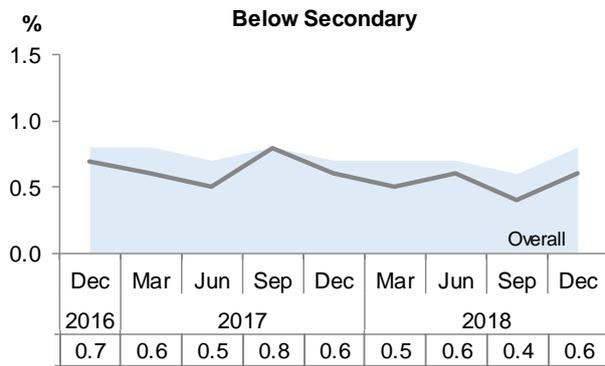
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

Chart 6 Resident Long-Term Unemployment Rate By Age And Education
(Seasonally Adjusted)



By Education



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

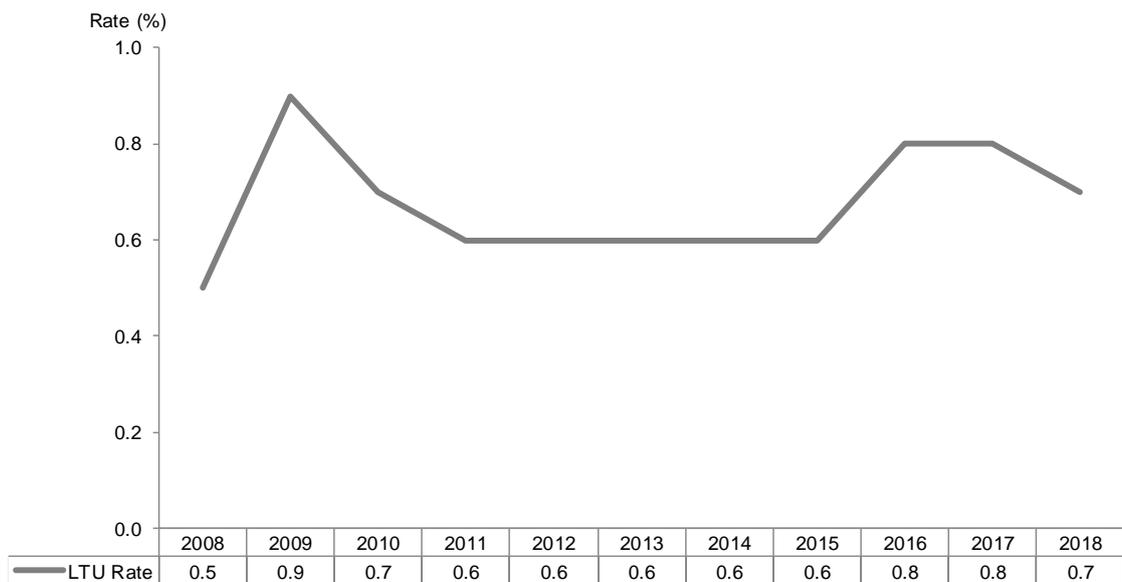
Notes:

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

Annual average long-term unemployment rate fell in 2018

The annual average resident long-term unemployment rate improved in 2018 (0.7%), after holding steady the year before (2016 and 2017: 0.8%). However, the rates for residents in their 30s, 50s & over, and those with secondary education were higher than a year ago, reflecting the uptrend seen in recent quarters.

Chart 7 Annual Average Resident Long-Term Unemployment Rate

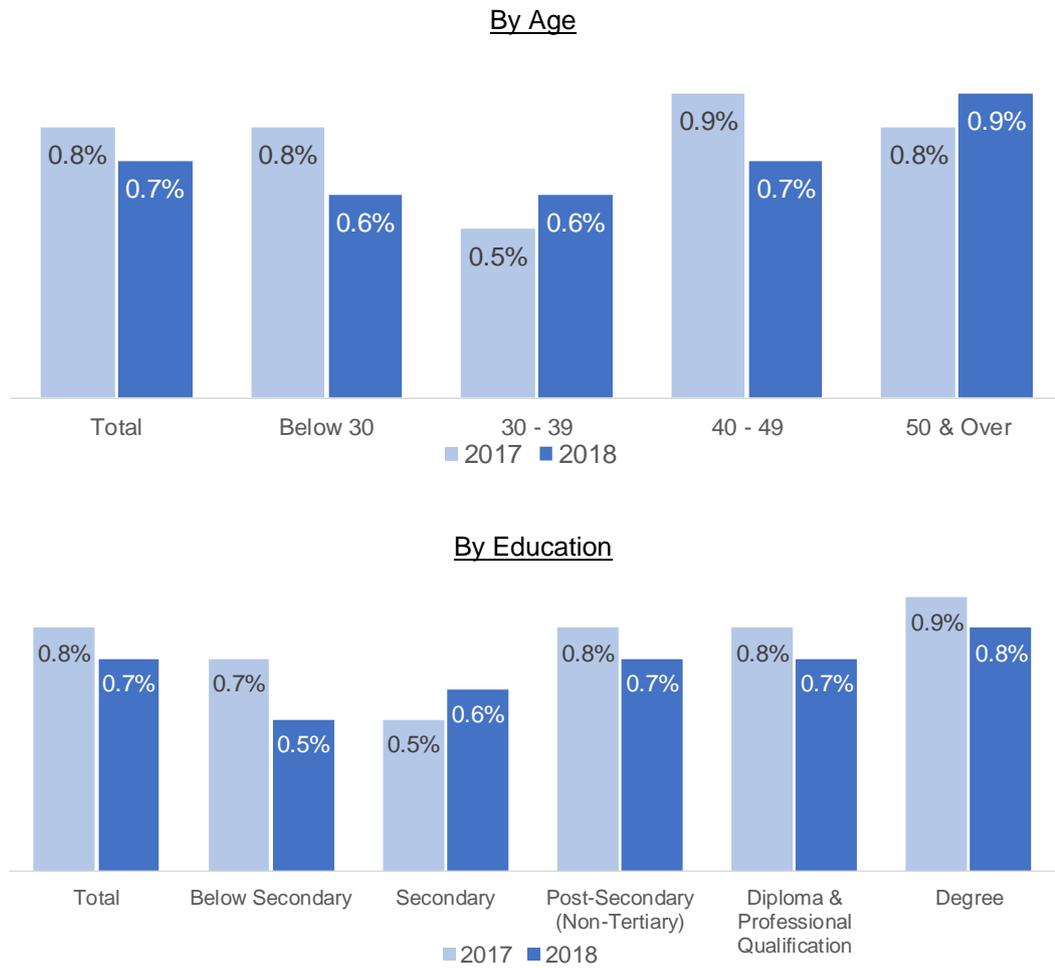


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

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

Chart 8 Annual Average Resident Long-Term Unemployment Rate By Age And Education



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

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

Employment

**Total
employment
growth
moderated
over the
quarter**

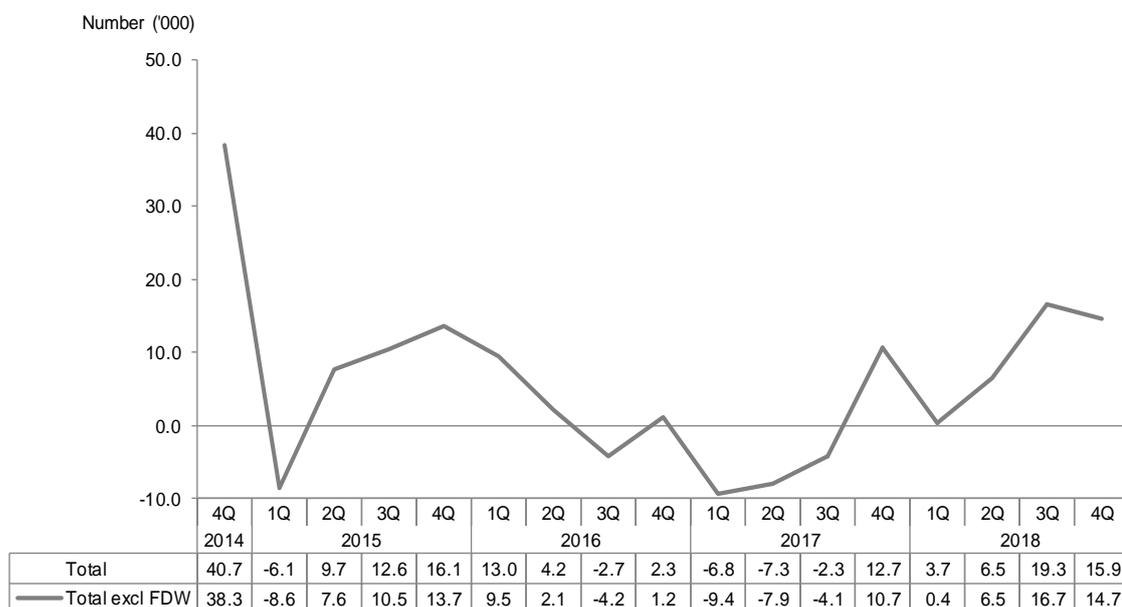
In the fourth quarter of 2018, total employment (excluding foreign domestic workers (FDW)) grew by 14,700. This was slightly lower than the preceding quarter (16,700), but still higher than the same quarter a year ago (10,700).

The slower pace of growth was observed in manufacturing (-2,000, the bulk from petroleum, chemical & pharmaceutical products (-1,200)), after a brief increase in the previous quarter (3,500). Hiring for the sector is expected to remain subdued in the first quarter of 2019.⁵ Employment in construction also declined (-400), reflecting weakness in public sector construction activities.

The employment growth in services (17,000 excluding FDW) was supported by hiring for the festive season. Food & beverage services (3,700) and retail trade (3,200) were the top contributing sectors to the total employment increase. In the short term, positive hiring activity in these industries is expected to continue into the first quarter of 2019.⁶

⁵ A net weighted balance of -2% of firms in manufacturing expected to reduce hiring in the first quarter of 2019. Source: Business Expectations of the Manufacturing Sector, EDB Singapore.

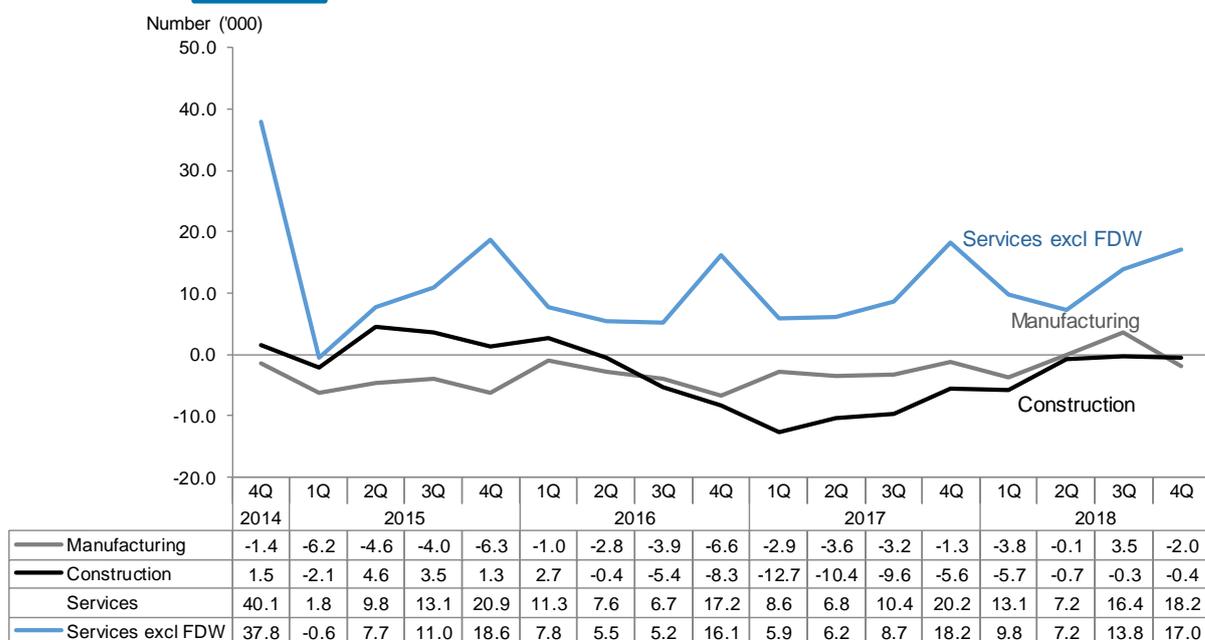
⁶ A net weighted balance of +9% and +13% of firms in retail trade and food & beverage services expected to increase hiring activity for the first quarter of 2019. Source: Business Expectations (Services Sector), Department of Statistics, MTI.

Chart 9 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 10 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.

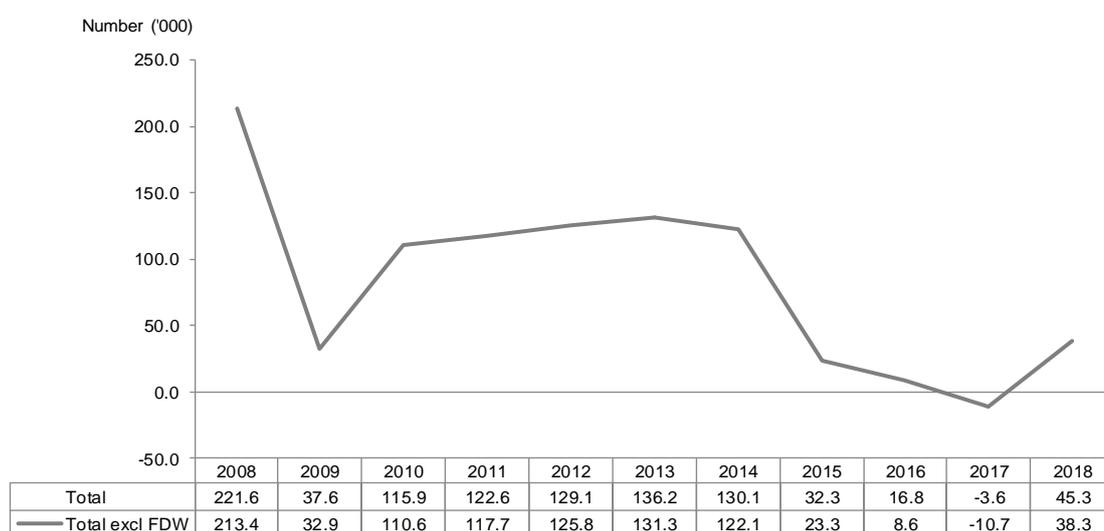
Total employment grew for the full year 2018, driven by local increases

For the whole of 2018, total employment growth (excluding FDW) was 38,300, a reversal from the contraction a year ago (-10,700). This was the largest annual increase since 2014 (122,100). In 2018, local employment growth (27,400) was more than double that of foreigners (10,900). Local employment growth was also the highest since 2014 (96,000), while the foreign employment increase occurred after two consecutive years of declines.

The services sector added some 47,800 workers, led by community, social & personal services (10,700, around half from health & social services), information & communications (8,400) and transportation & storage (7,700). On the other hand, total employment continued to decline in manufacturing (-2,400) and construction (-7,100)⁷, but the contraction has eased. If marine shipyard was excluded, total employment in manufacturing would have increased by 1,100 instead.

By December 2018, there were 3,461,000 persons in employment (excluding FDW), with 2,328,800 locals and 1,132,200 foreigners. Of every three persons in employment (excluding FDW), two were locals (67.3%) and one was a foreigner (32.7%).

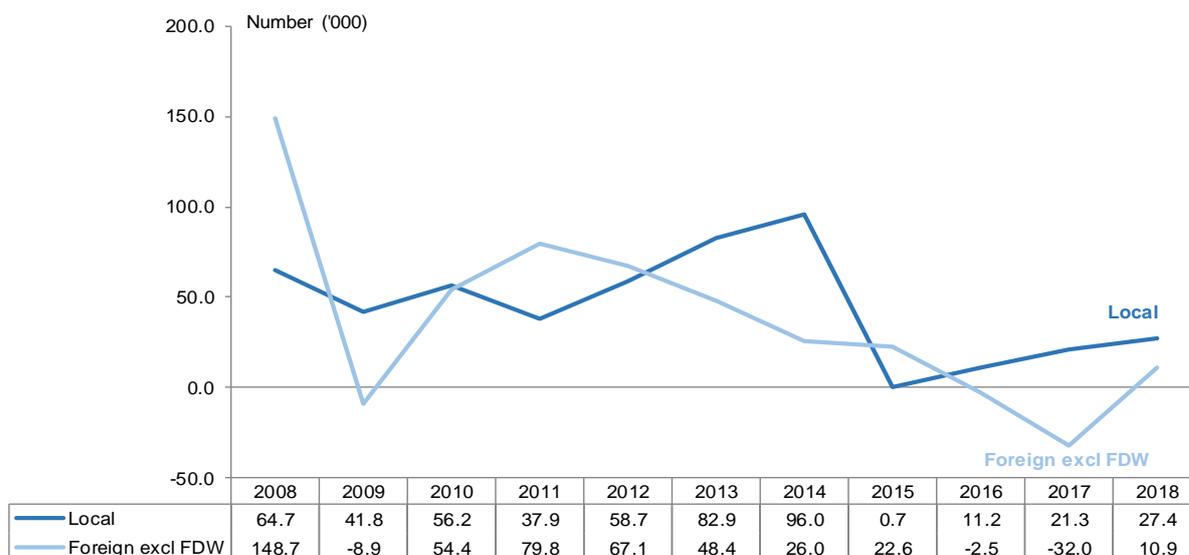
Chart 11 Annual Employment Change



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

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

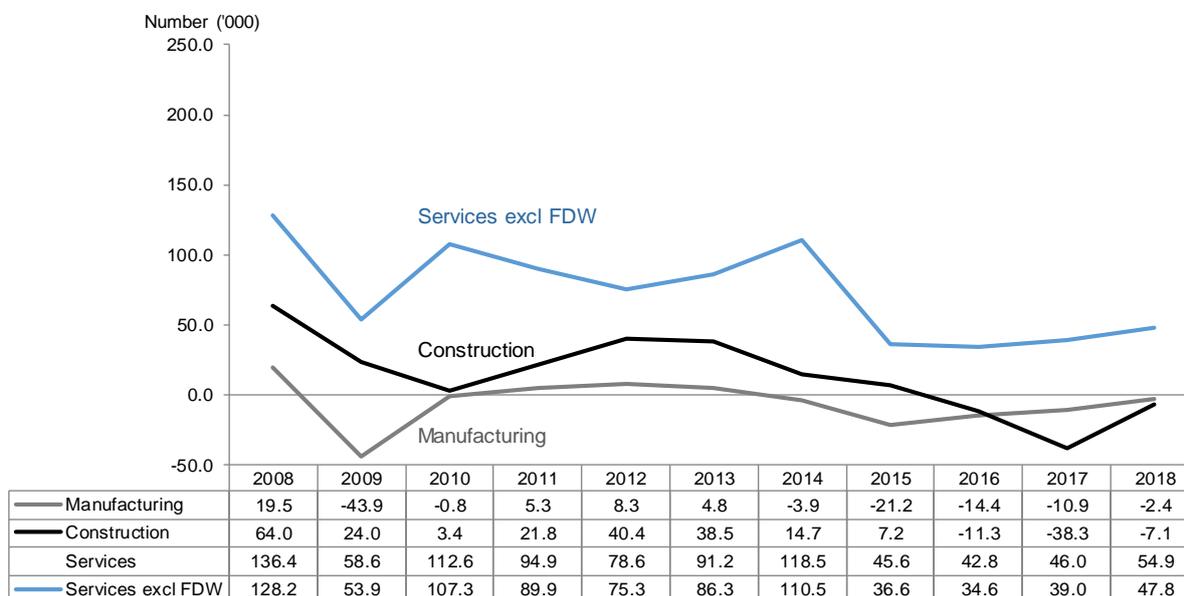
⁷ 2018 marked the fifth and third consecutive year of total employment decrease in manufacturing and construction respectively.

Chart 12 Annual Employment Change By Residential Status

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

Notes:

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

Chart 13 Annual Employment Change By Sector

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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes agriculture, fishing, quarrying, utilities and sewerage & waste management.
- (3) The industries are classified based on SSIC 2005 in 2008, SSIC 2010 from 2009 to 2010 and SSIC 2015 from 2011 onwards.

Table 1 Total Employment Change By Industry

	In Thousands										Employment Level Dec 18
	Quarterly Change								Annual Change		
	2017				2018				2017	2018	
	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q			
Total	-6.8	-7.3	-2.3	12.7	3.7	6.5	19.3	15.9	-3.6	45.3	3,714.8
Total (excl FDW)	-9.4	-7.9	-4.1	10.7	0.4	6.5	16.7	14.7	-10.7	38.3	3,461.0
Manufacturing	-2.9	-3.6	-3.2	-1.3	-3.8	-0.1	3.5	-2.0	-10.9	-2.4	487.6
Construction	-12.7	-10.4	-9.6	-5.6	-5.7	-0.7	-0.3	-0.4	-38.3	-7.1	444.7
Services	8.6	6.8	10.4	20.2	13.1	7.2	16.4	18.2	46.0	54.9	2,755.3
Services (excl FDW)	5.9	6.2	8.7	18.2	9.8	7.2	13.8	17.0	39.0	47.8	2,501.5
Wholesale & Retail Trade	-4.9	-1.7	-0.1	4.9	-1.8	-1.7	1.1	4.1	-1.7	1.6	491.7
Wholesale Trade	-2.1	-0.2	0.7	1.0	-0.2	0.6	2.1	1.0	-0.6	3.6	325.3
Retail Trade	-2.7	-1.5	-0.8	3.9	-1.7	-2.4	-1.1	3.2	-1.1	-2.0	166.4
Transportation & Storage	1.4	2.0	0.5	3.3	2.0	2.6	1.7	1.4	7.1	7.7	259.9
Accommodation & Food Services	-0.3	-0.4	1.2	2.9	-1.1	-1.6	1.0	3.0	3.5	1.3	256.1
Accommodation	-0.8	-0.2	1.3	-0.2	-0.5	-0.7	1.1	-0.7	-	-0.8	34.3
Food & Beverage Services	0.5	-0.2	-	3.1	-0.6	-1.0	-0.1	3.7	3.4	2.1	221.8
Information & Communications	1.0	1.1	1.0	0.9	1.2	2.4	3.1	1.6	4.0	8.4	142.5
Financial & Insurance Services	1.6	1.5	2.1	-0.6	2.2	1.7	2.5	1.1	4.5	7.6	196.1
Financial Services	0.6	0.7	1.4	-0.9	1.8	1.4	2.2	1.0	1.8	6.4	156.8
Insurance Services	1.0	0.7	0.7	0.3	0.4	0.4	0.3	0.1	2.7	1.1	39.3
Real Estate Services	0.3	-	0.5	0.9	-	-	-	-	1.7	-	86.3
Professional Services	0.5	-0.1	1.8	0.8	1.2	1.4	3.4	1.0	3.0	6.9	244.8
Administrative & Support Services	1.3	2.5	-0.4	3.1	2.0	0.4	-1.5	2.8	6.5	3.6	244.3
Community, Social & Personal Services	7.8	2.0	3.7	4.1	7.4	2.1	5.1	3.2	17.6	17.8	833.6
Community, Social & Personal Services (excl FDW)	5.1	1.4	2.0	2.1	4.1	2.1	2.5	2.0	10.5	10.7	579.8
Public Administration & Education	1.6	-0.4	-	0.4	1.8	-0.1	1.2	1.0	1.6	3.9	249.6
Health & Social Services	2.1	1.4	1.0	1.3	1.9	2.0	1.1	0.7	5.9	5.7	164.1
Arts, Entertainment & Recreation	-	-0.1	0.3	0.4	0.3	0.2	0.1	0.4	0.6	1.0	57.1
Other Community, Social & Personal Services	1.3	0.4	0.7	0.2	0.4	0.2	0.2	-	2.7	0.7	108.4
Others	0.2	-0.2	0.1	-0.6	0.1	-	-0.3	0.1	-0.5	-0.1	27.1

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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (3) Data may not add up to the total due to rounding.
- (4) - : nil or negligible
- (5) '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.

Local And Foreign Employment By Sector

Both local and foreign employment increased in services

The services sector contributed to all of the local and foreign employment growth in 2018. Among locals, employment growth occurred mainly in health & social services, transportation and storage, financial services, information & communications and professional services.

These increases more than offset the continued employment declines in construction (locals: -1,700, foreigners: -5,400) and manufacturing (locals: -1,800, foreigners: -600).

Table 2 Annual Employment Change By Residential Status And Industry

In Thousands

	Employment Change											Employment Level
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Dec 2018
	Overall											
Total	221.6	37.6	115.9	122.6	129.1	136.2	130.1	32.3	16.8	-3.6	45.3	3,714.8
Total (excl FDW)	213.4	32.9	110.6	117.7	125.8	131.3	122.1	23.3	8.6	-10.7	38.3	3,461.0
Local	64.7	41.8	56.2	37.9	58.7	82.9	96.0	0.7	11.2	21.3	27.4	2,328.8
Foreign	156.9	-4.2	59.7	84.8	70.4	53.3	34.0	31.6	5.7	-24.9	17.9	1,386.0
Foreign (excl FDW)	148.7	-8.9	54.4	79.8	67.1	48.4	26.0	22.6	-2.5	-32.0	10.9	1,132.2
	Manufacturing											
Total	19.5	-43.9	-0.8	5.3	8.3	4.8	-3.9	-21.2	-14.4	-10.9	-2.4	487.6
Local	-4.6	-9.5	-0.1	-1.2	-1.0	1.4	0.7	-6.6	-5.6	-1.0	-1.8	245.0
Foreign	24.1	-34.3	-0.7	6.5	9.4	3.4	-4.6	-14.5	-8.7	-9.9	-0.6	242.6
	Construction											
Total	64.0	24.0	3.4	21.8	40.4	38.5	14.7	7.2	-11.3	-38.3	-7.1	444.7
Local	5.2	4.3	-0.4	2.0	5.5	6.6	5.1	0.5	-1.3	-5.5	-1.7	117.1
Foreign	58.9	19.7	3.8	19.9	34.9	31.9	9.7	6.7	-10.0	-32.8	-5.4	327.6
	Services											
Total	136.4	58.6	112.6	94.9	78.6	91.2	118.5	45.6	42.8	46.0	54.9	2,755.3
Total (excl FDW)	128.2	53.9	107.3	89.9	75.3	86.3	110.5	36.6	34.6	39.0	47.8	2,501.5
Local	63.1	48.2	56.3	36.6	52.7	73.5	89.8	6.4	18.4	28.3	31.2	1,944.8
Foreign	73.4	10.4	56.2	58.2	25.9	17.7	28.7	39.2	24.4	17.7	23.7	810.5
Foreign (excl FDW)	65.2	5.7	50.9	53.3	22.6	12.8	20.7	30.2	16.2	10.7	16.6	556.7

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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (3) Data may not add up to the total due to rounding.
- (4) 'excl FDW' refers to excluding foreign domestic workers.
- (5) The industries are classified based on SSIC 2005 in 2008, SSIC 2010 from 2009 to 2010 and SSIC 2015 from 2011 onwards.

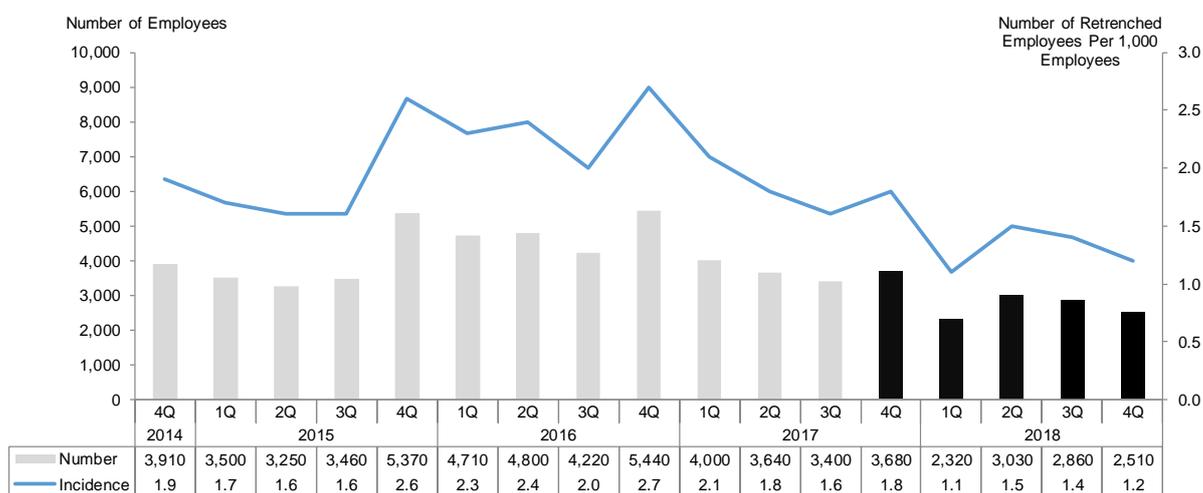
Retrenchment

Fewer retrenchments in the fourth quarter of 2018

The number of retrenchments in the fourth quarter of 2018 (2,510) was lower than the previous quarter (2,860) and a year ago (3,680). The increase in retrenchments in services was more than offset by lower layoffs in manufacturing. Retrenchments in construction remained similar.

The bulk of retrenchments occurred in services (78%), led by information & communications (18%), wholesale trade (17%) and financial services (14%). Similar to previous quarters, retrenching firms cited business restructuring and reorganisation as the top reason for retrenchments in the fourth quarter of 2018.

Chart 14 Retrenchments

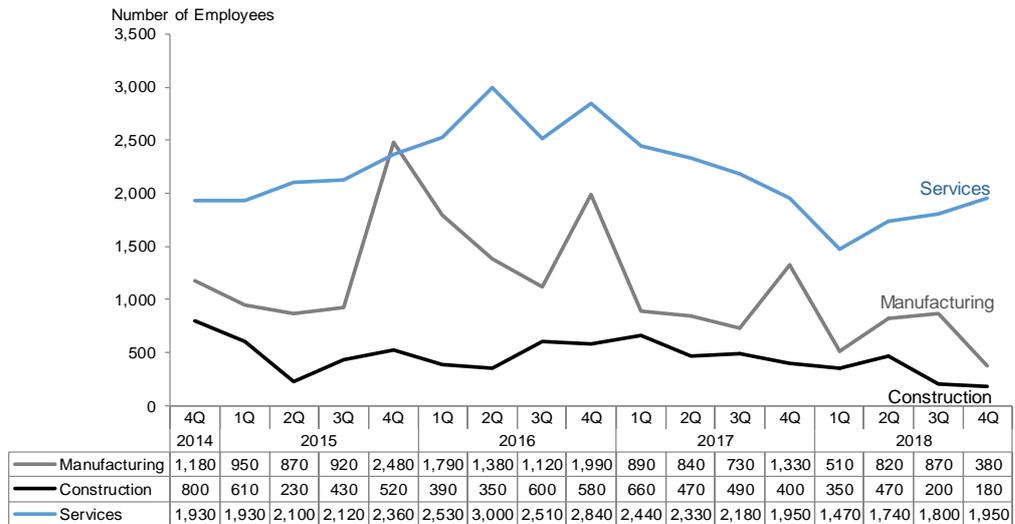


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

Chart 15 Retrenchments By Sector



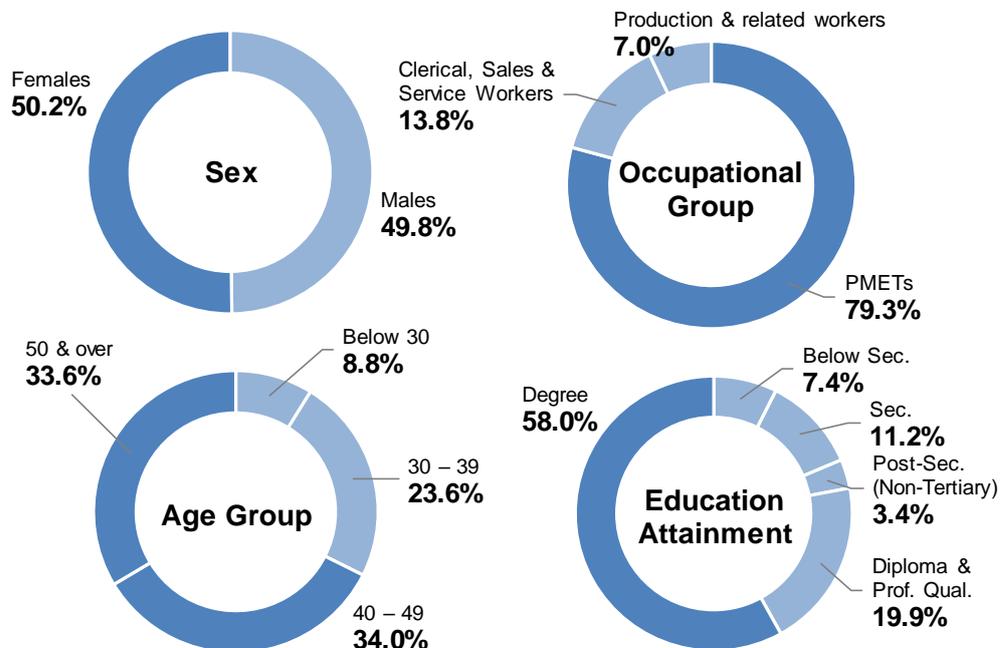
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

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

A majority (79%) of retrenched residents were professionals, managers, executives & technicians (PMETs), exceeding their corresponding composition of the workforce.

Chart 16 Profile Of Retrenched Residents, Fourth Quarter 2018



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

Notes:

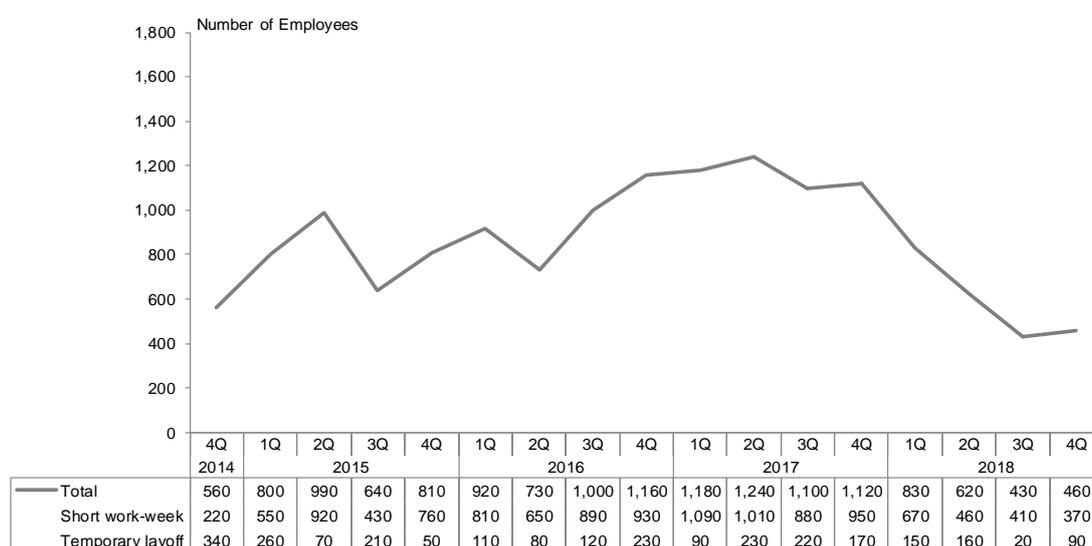
- (1) Data on retrenched residents pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up to the total due to rounding.

Number of employees on short work-week/temporary layoff remained low

In the fourth quarter of 2018, the number of employees placed on short work-week continued its downtrend (from 410 to 370), while those on temporary layoff rose (from 20 to 90), after reaching a four-year low in the previous quarter.

About half (54%) of affected employees were from manufacturing. The remaining came from construction (34%) and services (12%). As a result, across occupational groups, production and related workers (61%) formed the majority of those affected. PMETs (22%) and clerical, sales and service workers (16%) formed a correspondingly smaller share.

Chart 17 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.

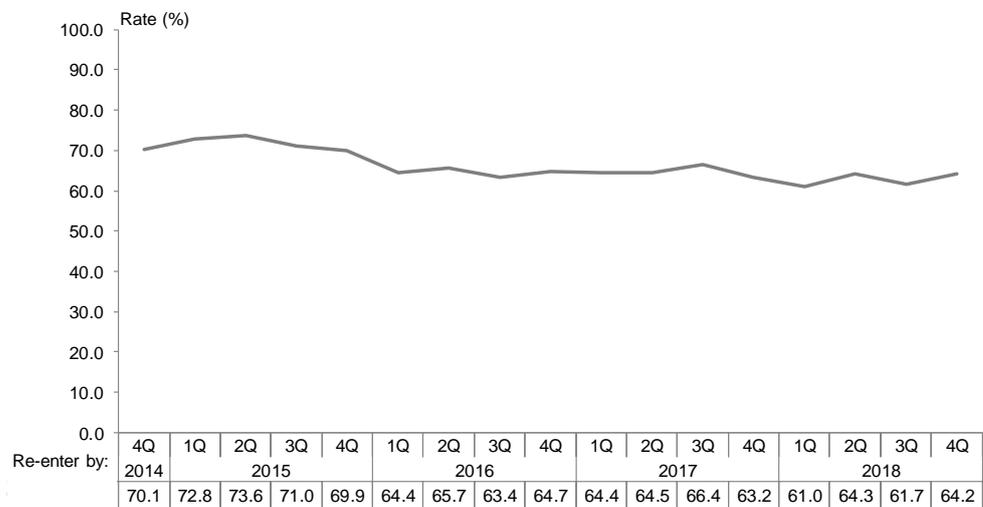
Re-entry Into Employment

Rate of re-entry into employment rose

The six-month re-entry rate among retrenched residents was 64% in the fourth quarter of 2018, up from the previous quarter (62%).

The increase over the quarter was observed for most age, education and occupational groups, except for residents aged 50 & over, as well as those with diploma & professional qualifications.

Chart 18 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)

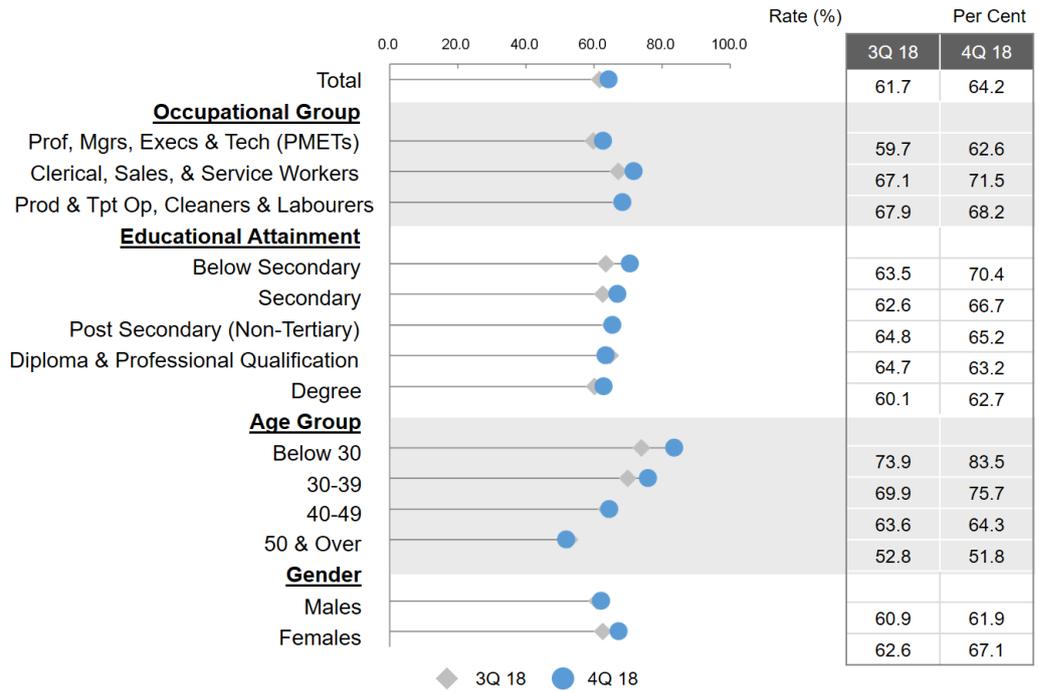


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Notes:

- (1) Data refer to re-entry rates for residents retrenched 6 months ago by private sector establishments (each with at least 25 employees) and the public sector. For example, the re-entry rate for the fourth quarter of 2018 refers to residents retrenched in second 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 19 Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)



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

Note: Data refer to re-entry rates in the third/fourth quarter of 2018 for residents retrenched in the first/second 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.

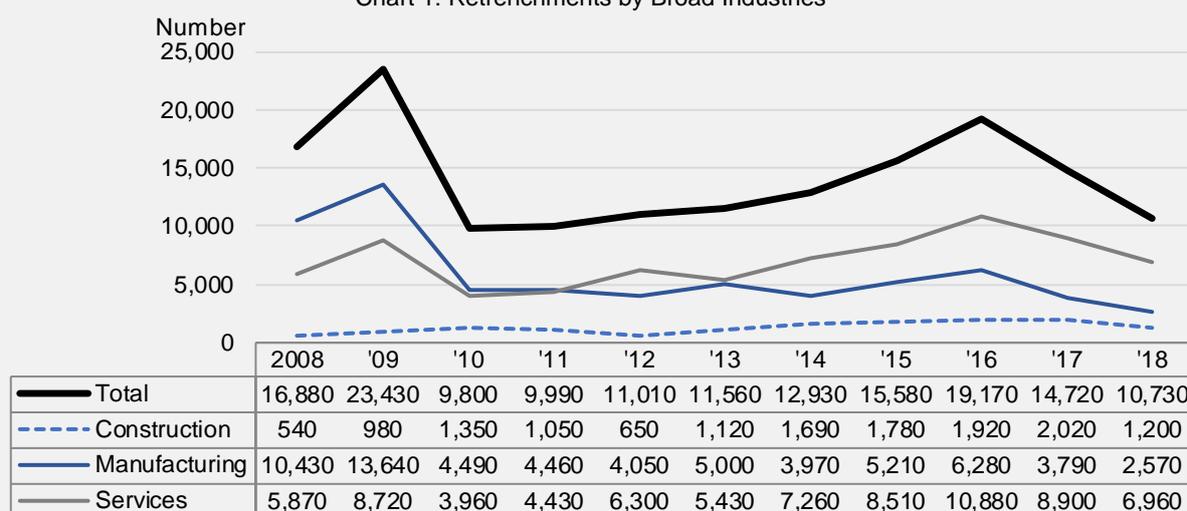
RETRENCHMENT & RE-ENTRY INTO EMPLOYMENT (ANNUAL)

Along with improvements in the labour market¹, the number of retrenchments continued to decline in 2018 to 10,730, the lowest since 2011. Taking into account the size of the workforce, the incidence of retrenchment had been on a downtrend, and the 2018 rate (5.1 retrenched per 1,000 employees) was the lowest in the past decade. The number of private retrenching establishments similarly declined, from 1,425 in 2017 to 1,239 in 2018.

Retrenchments continued to come from higher-skilled services industries

The decline in retrenchments was broad-based. Services accounted for the majority (or 65%) of the retrenchments, mainly in wholesale trade (15%), financial services (12%), professional services (10%)² and information & communications (10%)³.

Chart 1: Retrenchments by Broad Industries



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

Note:

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

¹ Unemployment rates remain low, and employment and vacancies continue to grow in 2018.

² Mainly legal, accounting and management services.

³ Mainly telecommunications.

Chart 2: Incidence of Retrenchment



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

Note:

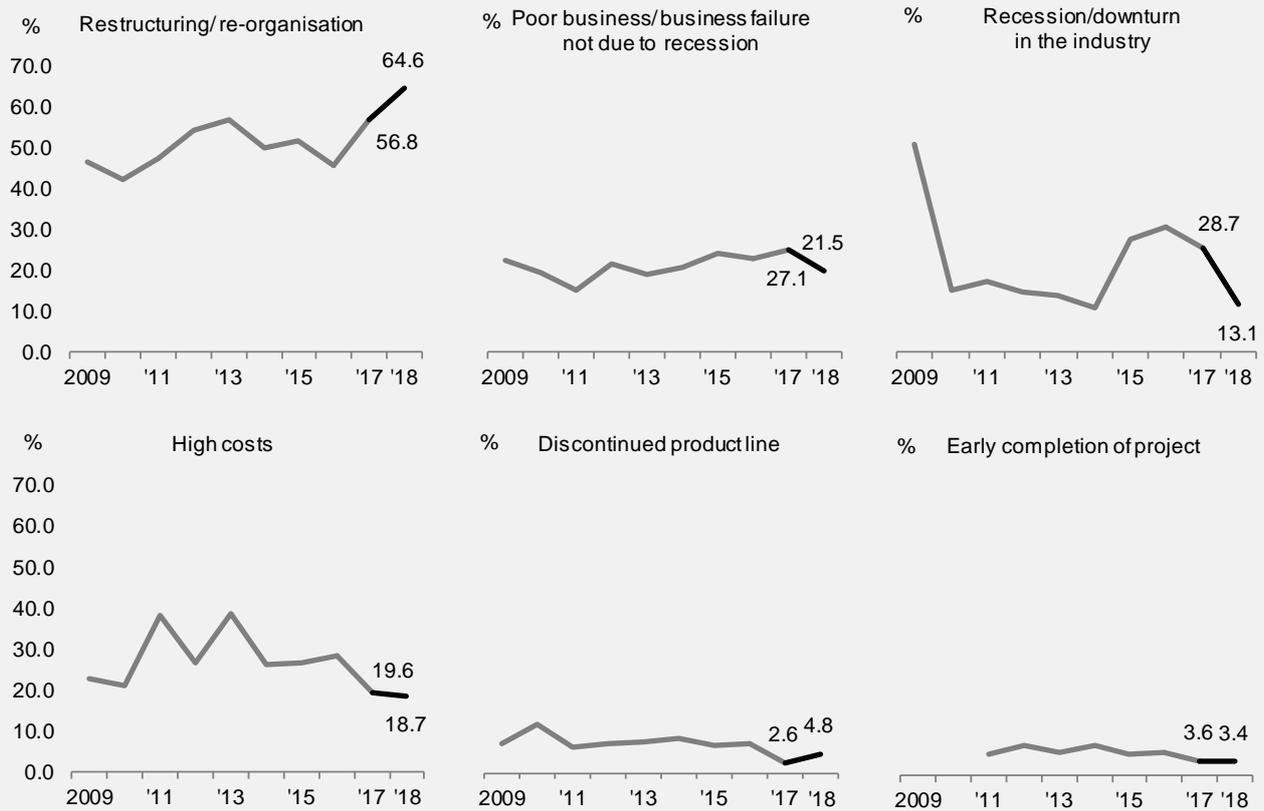
Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Business restructuring and re-organisation remained the top reason for retrenchment

Retrenchments due to restructuring and re-organisation occur regardless of economic cycles as companies seek to adapt to changing environment and on-going competition. In 2018, business restructuring and re-organisation remained the top reason for retrenchments at 65% as business reinvent for growth. Meanwhile, retrenchments due to reasons such as high costs, recession, and poor business have either declined or remained stable.

Retrenchments as a result of business restructuring and re-organisation were high across firms of varying sizes. But among small businesses with 25-49 employees, which were more likely than larger firms to retrench their employees, poor business was the most commonly cited reason, particularly in construction and food & beverage services. This reflected the greater volatility of small establishments.

Chart 3: Retrenched Employees by Reasons for Retrenchment



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

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Establishments can indicate more than one reason.
- (3) Data on reasons for retrenchment is available from 2009. Data on early completion of project is available from 2011.

Retrenchments declined for both locals and foreigners

The number of retrenchments has declined for both locals (from 9,120 in 2017 to 7,070 in 2018) and foreigners (from 5,610 to 3,660). But local share of retrenchments has been rising, though it remained slightly lower than their corresponding share of employment.⁴

⁴ Locals' share of employment (excluding FDW) was 67.3% in December 2018.

Chart 4: Retrenchments by Residential Status



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

Note:

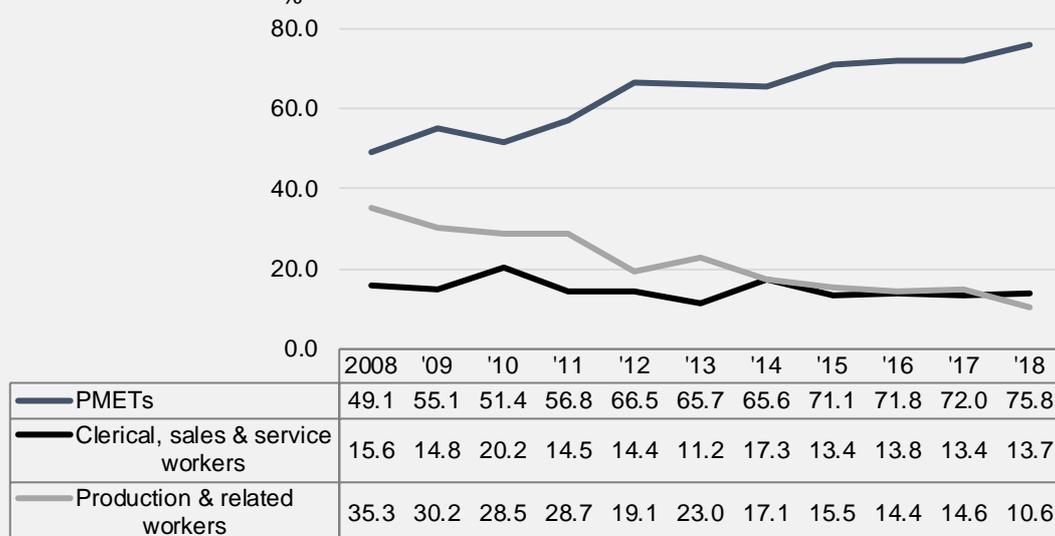
Data pertain to private sector establishments (each with at least 25 employees) and the public sector.

Profile of Retrenched Locals

PMETs were more prone to retrenchments

As PMETs' share in the workforce has risen, and retrenchments were occurring mainly in higher-skilled PMET-dominated industries, PMETs formed a rising majority (76%) of local retrenchments in 2018.

Chart 5: Share of Local Retrenchments by Occupation



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

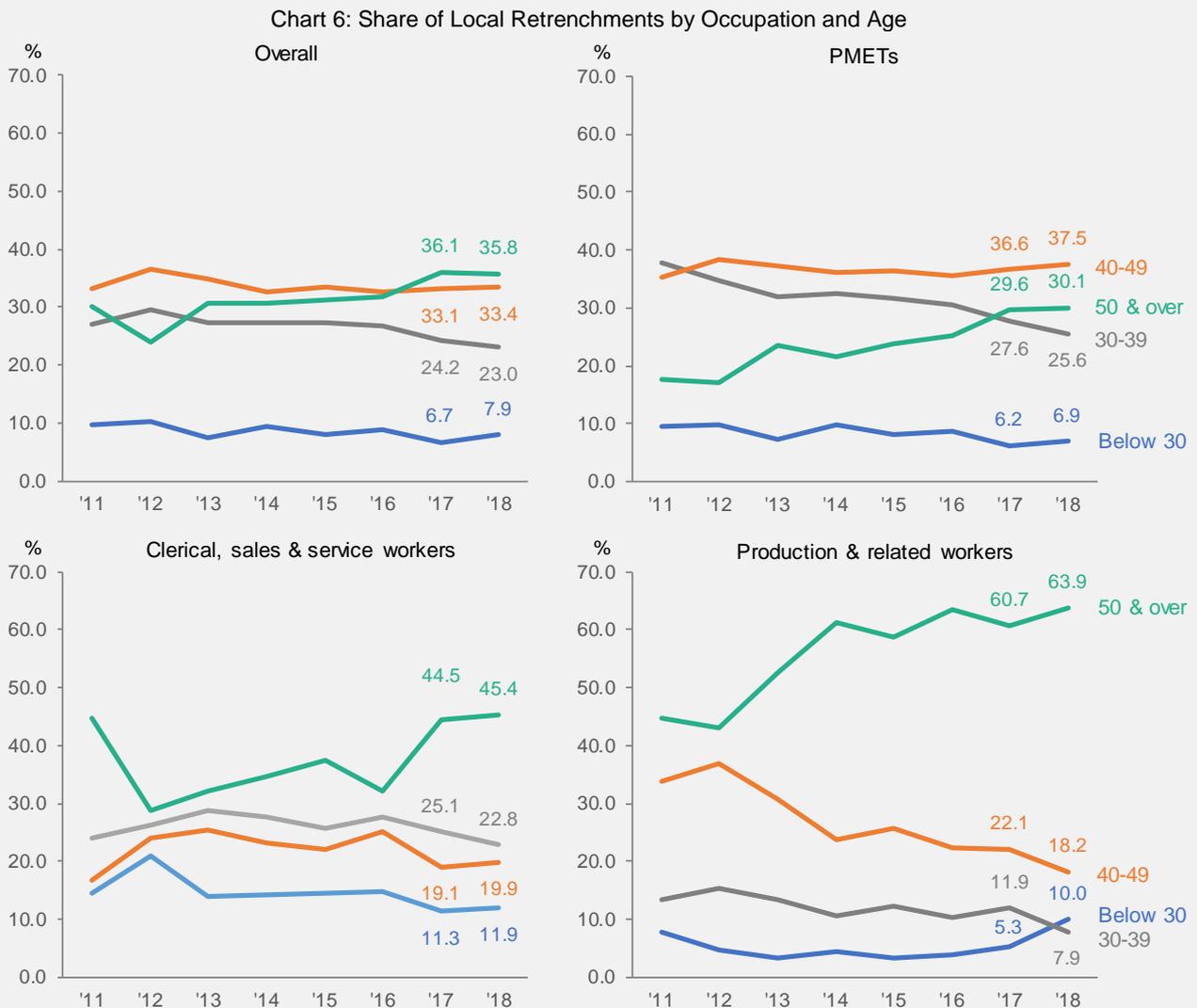
Note:

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

Locals retrenched were generally older

In 2018, older workers aged 50 & over formed a higher share of retrenchments (36%), regardless of occupation. This was followed by those in their 40s (33%), who also had the greatest likelihood of retrenchments at 7.6 retrenched per 1,000 local employees compared to other age groups (below 30: 2.2; 30-39: 5.0; 50 & over: 6.0).⁵

PMETs were most likely to be in their 40s (38%) while clerical, sales & service workers (45%) and production & related workers (64%) were most likely to be aged 50 & over.



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

Note:

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

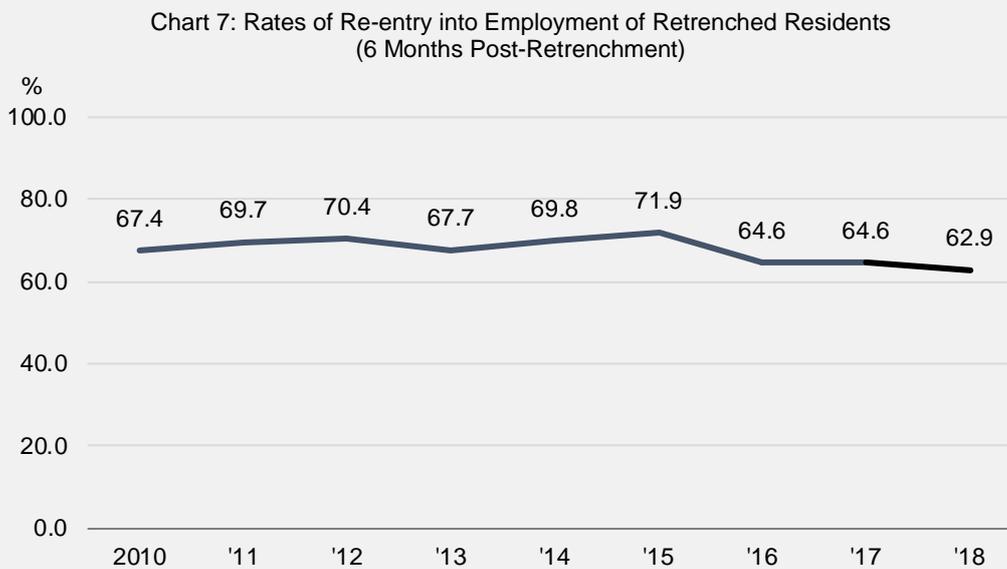
Rate of Re-entry into Employment

⁵ Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board.

Rate of re-entry dipped in 2018

Based on CPF records, the re-entry rate into employment among retrenched residents dipped in 2018⁶ (from 65% in 2017 to 63% in 2018). Re-entry rates in the current three years have been lower than preceding years. This partly reflects the increasing share of those older, PMETs, and degree holders who tended to have below-average re-entry rates. These groups typically spent more time seeking jobs that matched their skills and salary expectations.

Given a longer time⁷ to re-enter, re-entry rates of PMETs and degree holders' improved to be closer to the overall, though still lower. But the same is not observed for older residents, as some may have chosen to stay out of the labour force.



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

Notes:

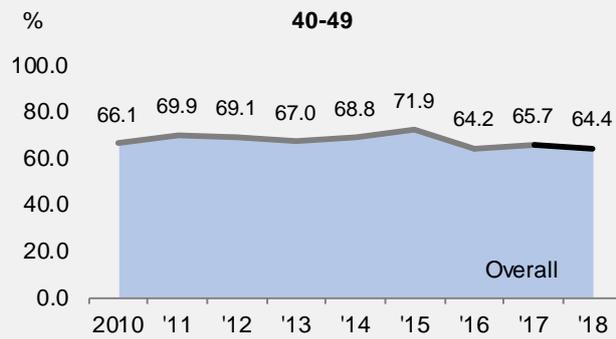
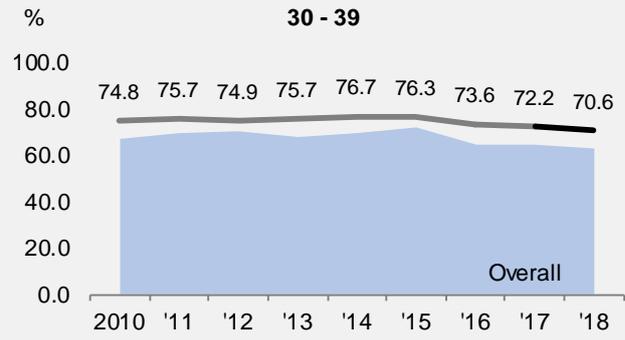
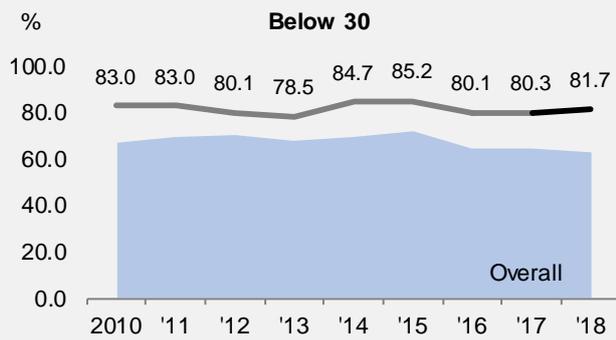
- (1) The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

Chart 8: Rates of Re-entry into Employment of Retrenched Residents
(6 Months Post-Retrenchment)

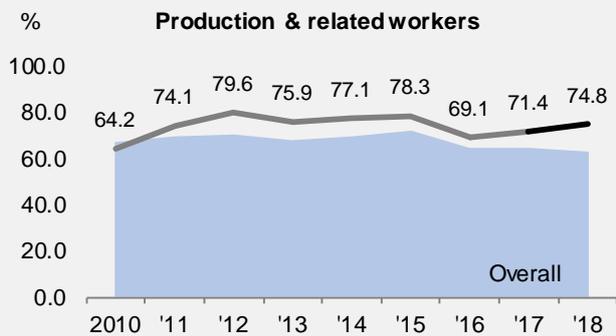
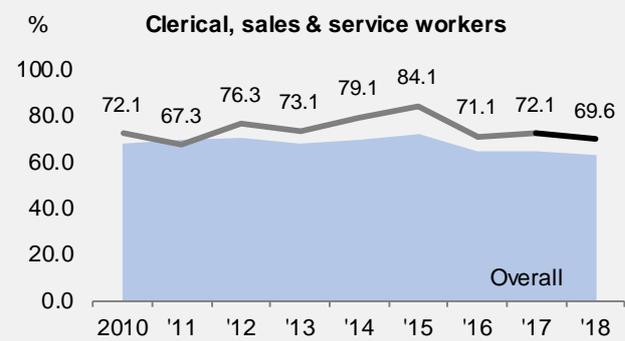
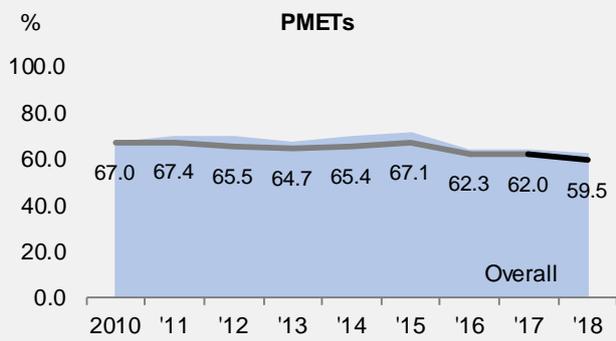
⁶ The 2018 re-entry rate pertains to residents retrenched from 3Q 2017 to 2Q 2018, whom re-entered employment by 2018 (given 6 months post-retrenchment).

⁷ This refers to more than 6 months post-retrenchment.

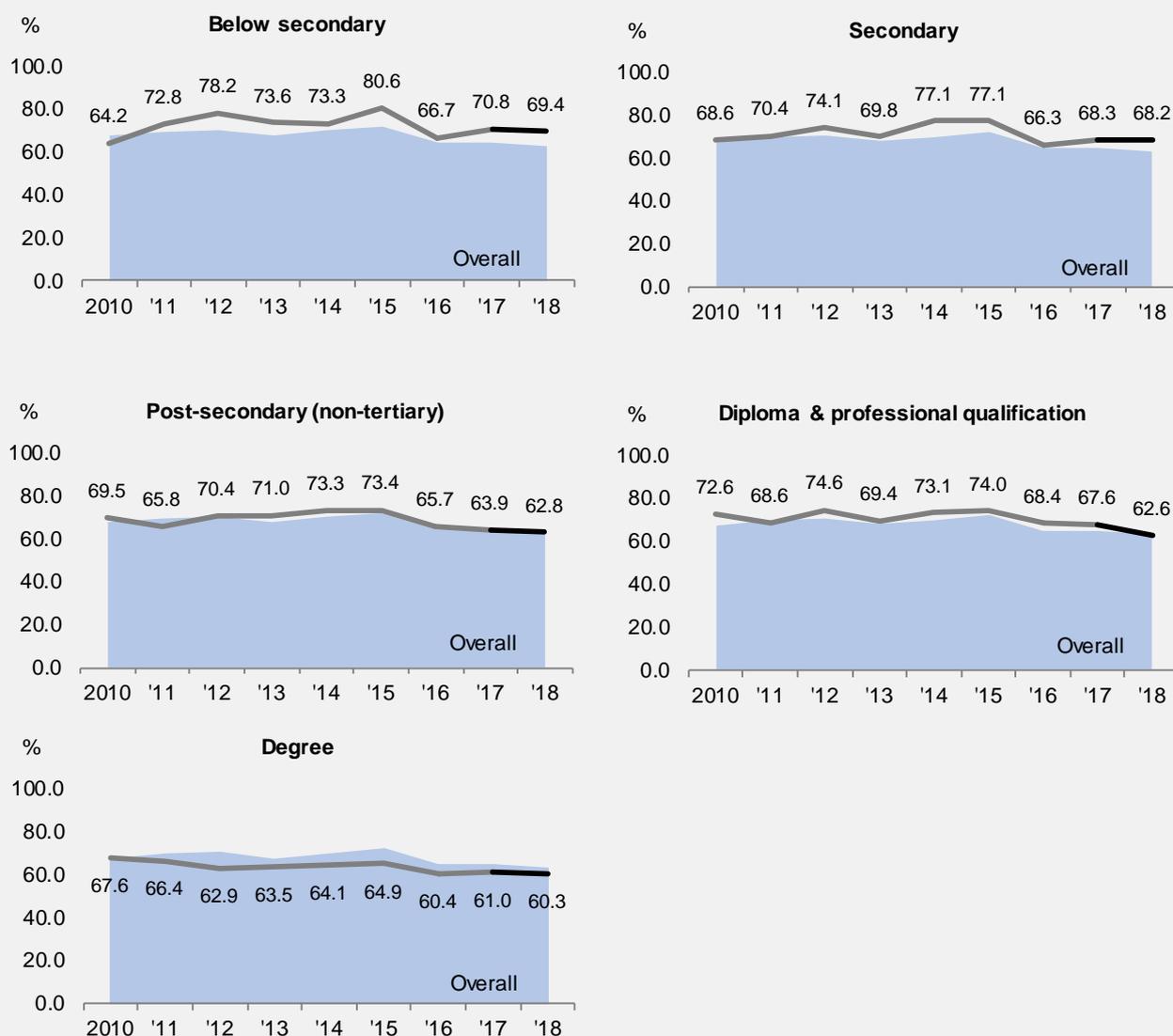
Age Group



Occupational Group



Educational Group



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

Notes:

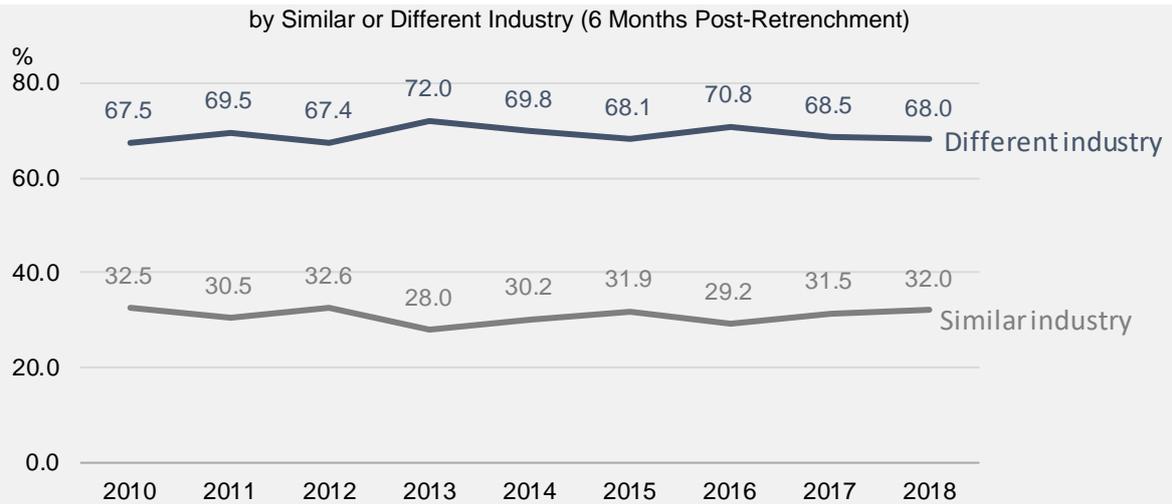
- (1) The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

Majority switched industries upon re-entering

It was common for retrenched residents to switch industries when they re-entered employment. In 2018, 68% who re-entered had switched industries though most still re-entered in a similar occupation⁸. The remaining 32% re-entered in a similar industry. Residents retrenched from insurance services (49%), retail trade (48%), financial services (47%), and construction (45%) were more likely to re-enter into similar industries.

Chart 9: Share of Retrenched Residents Who Re-entered Employment

⁸ Similar occupation after re-entry is determined based on comparison of occupation before and after retrenchment using one-digit Singapore Standard Occupational Classification (SSOC). Source: Supplementary Survey, Manpower Research & Statistics Department, MOM.

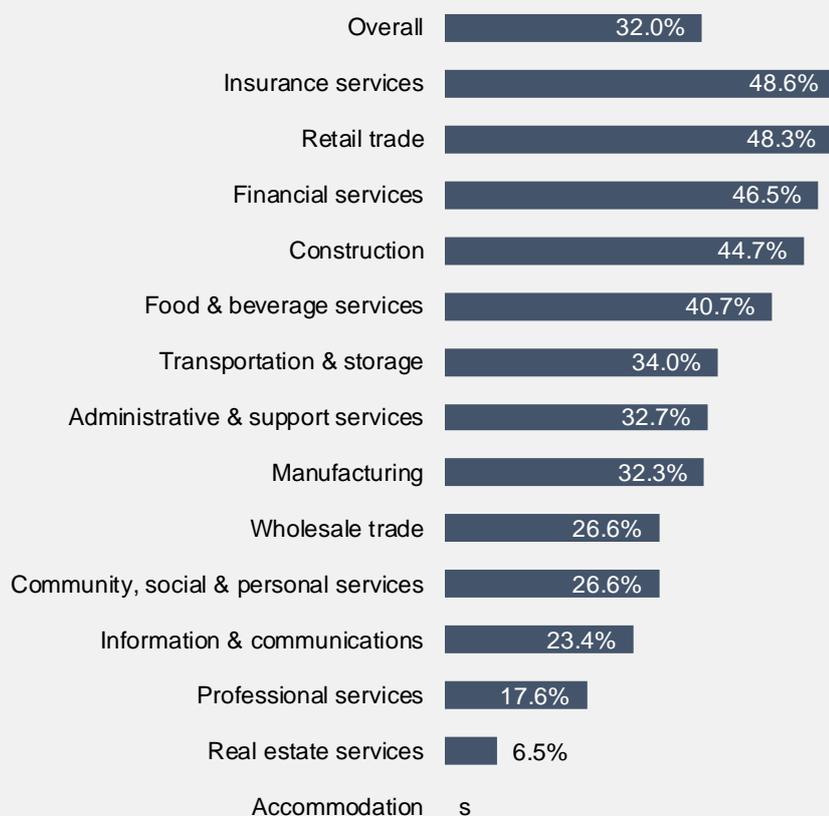


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Notes:

- (1) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.
- (2) Similar/different industry after re-entry is determined based on comparison of industry before and after retrenchment using two-digit Singapore Standard Industrial Classification (SSIC) groupings.

Chart 10: Share of Retrenched Residents Who Re-entered into a Similar Industry by Previous Industry (6 Months Post-Retrenchment)



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

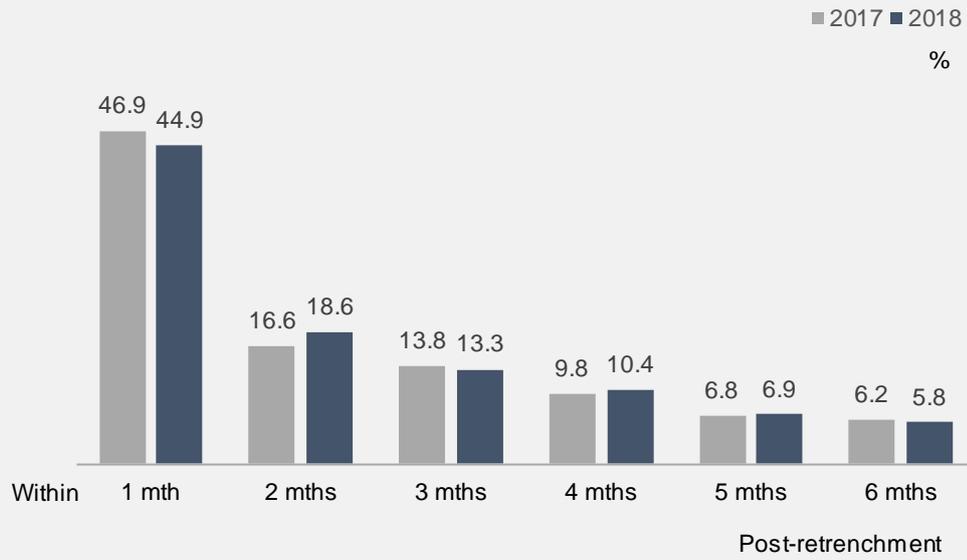
Notes:

- (1) s: Data suppressed due to small numbers.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.
- (3) Similar industry after re-entry is determined based on comparison of industry before and after retrenchment using two-digit Singapore Standard Industrial Classification (SSIC) groupings.

Majority re-entered employment relatively quickly

Among those who re-entered employment, nearly 1 in 2 (45%) did so relatively quickly within the first month. PMETs and degree holders had below-average proportions who re-entered within the first month, reflecting more time spent seeking jobs that matched their skills and salary expectations.

Chart 11: Share of Retrenched Residents Who Re-entered Employment by Time Taken (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 pertain to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- (2) Data pertain to residents retrenched by private sector establishments (each with at least 25 employees) and the public sector.

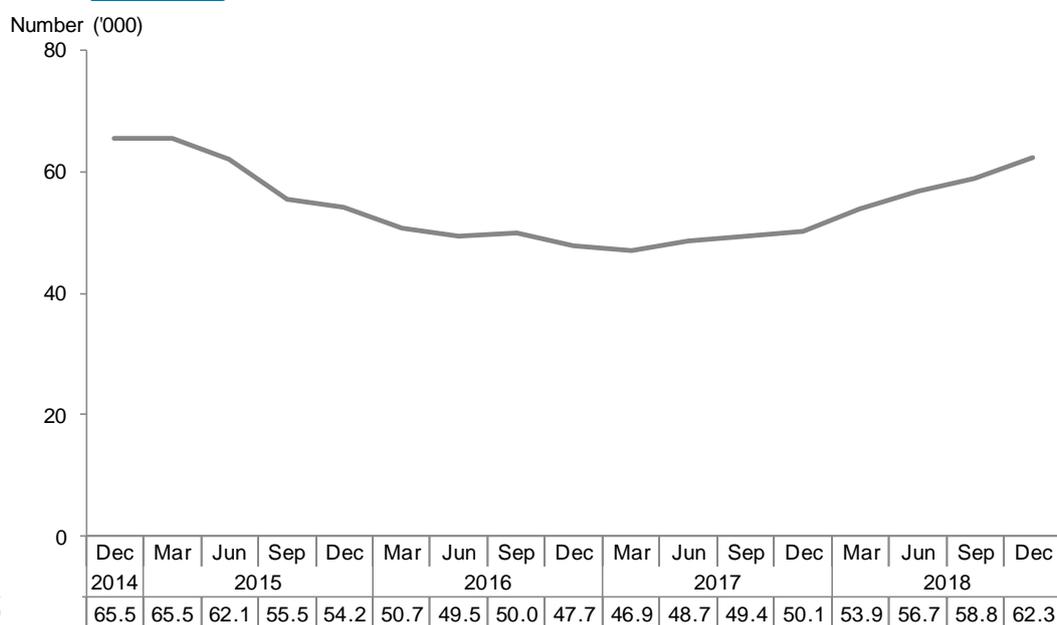
Job Vacancy

Job vacancies to unemployed ratio rose

The number of seasonally adjusted job vacancies continued its uptrend since 2017, rising from 58,800 in September 2018 to 62,300 in December 2018. As the increase in unemployed persons was relatively smaller, the seasonally adjusted ratio of job vacancies to unemployed persons rose from 1.05 in September 2018 to 1.10 in December 2018, and was broadly similar to the ratio in June 2018 (1.08).

Over the year, all three broad occupational groups saw an increase in job vacancies, led by PMETs (+5,000), mainly in information & communications (+900), professional services (+700) and financial services (+600). This was followed by an increase in vacancies for production & related positions (+4,300, half from construction (+2,200)), with the remainder of the increase coming from clerical, sales & service workers (+1,900, primarily in administrative and support services (+600)).

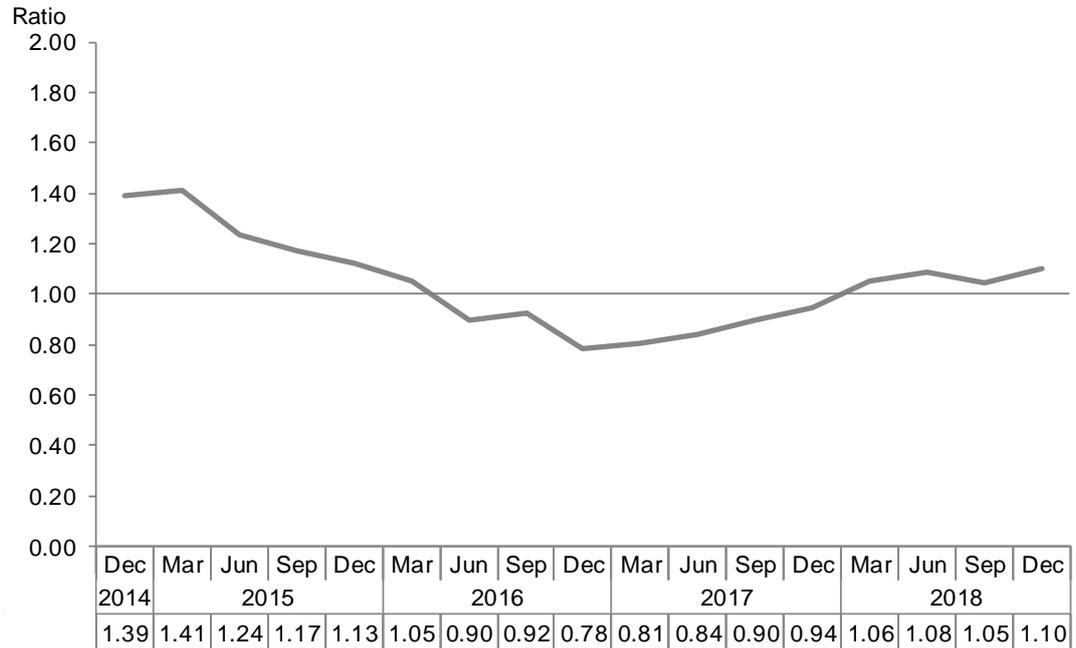
Chart 20 Job Vacancy (Seasonally Adjusted)



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.

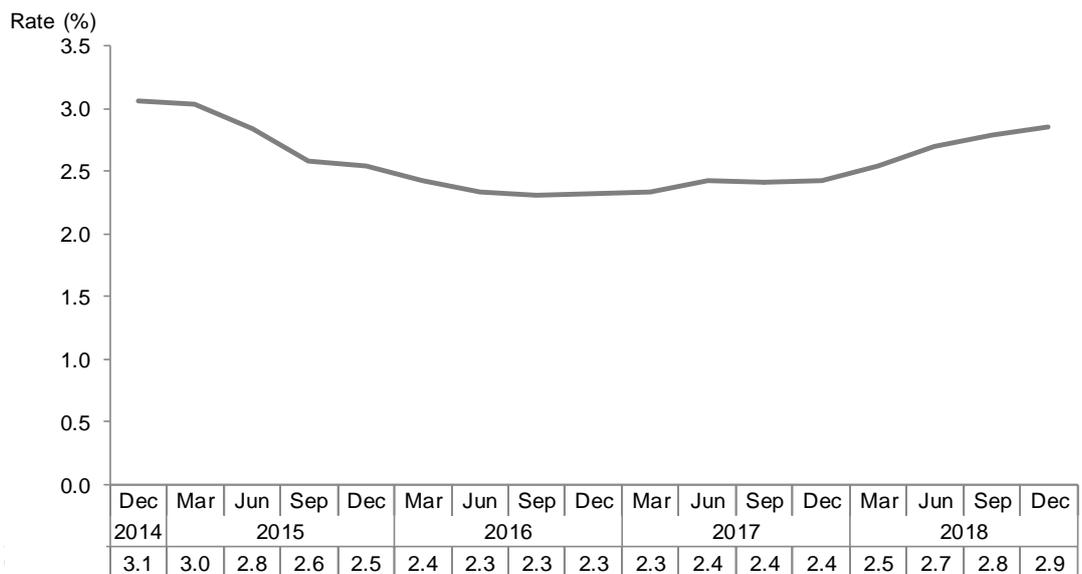
Chart 21 Ratio Of Job Vacancies To Unemployed Persons
(Seasonally Adjusted)



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 22 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

Recruitment activity dipped over the quarter

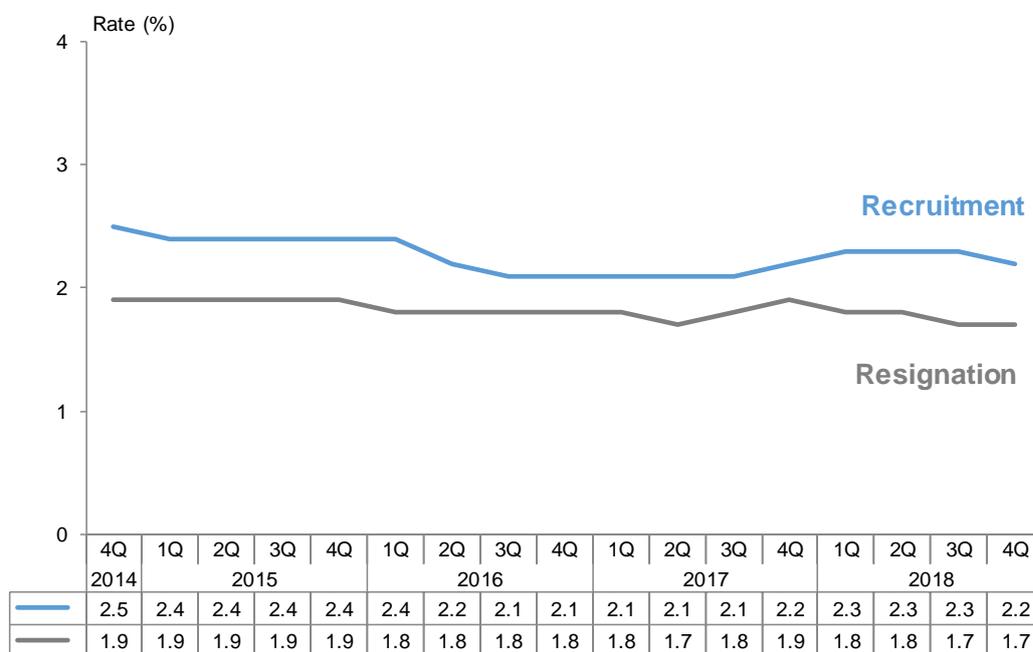
On a seasonally adjusted basis, the recruitment rate dipped in the fourth quarter of 2018 (2.2%), after holding steady at 2.3% in the first three quarters of the year. The resignation rate, however, was unchanged from the previous quarter (1.7%).

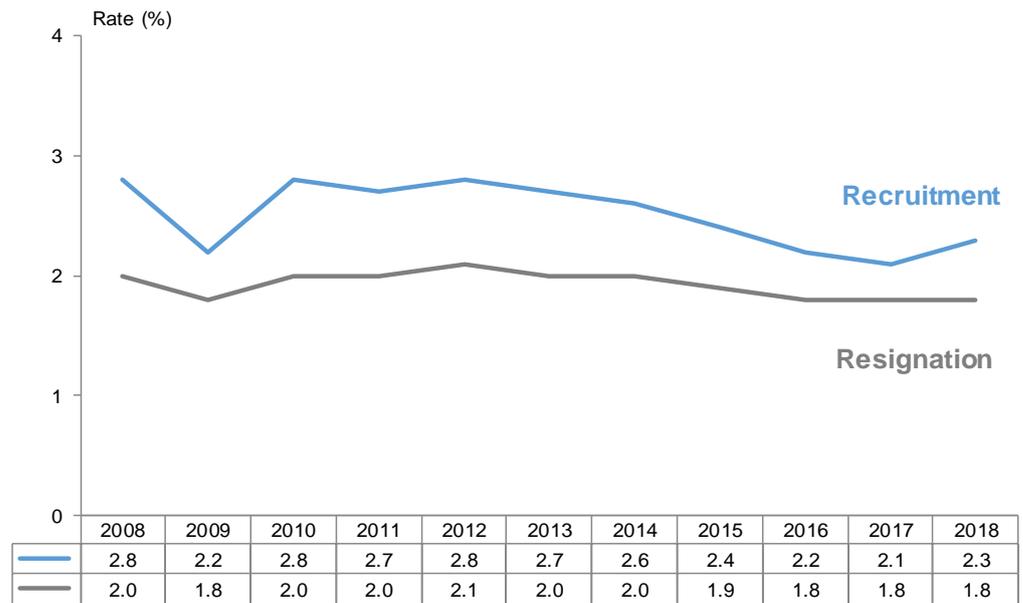
Compared to the same period a year ago, labour turnover declined in domestically-oriented sectors such as retail trade, administrative & support services, food & beverage services and real estate services, as well as the sub-manufacturing sectors, electronics and fabricated metal products and machinery.

On an annual average basis, recruitment rate went up in 2018, after declining steadily from 2.8% in 2012, while resignation rate was unchanged for the third consecutive year at 1.8%.

Chart 23 Average Monthly Recruitment And Resignation Rates

Quarterly (Seasonally Adjusted)



Annual Average

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

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of person who resigned / who were recruited in a month divided by the average number of employees in the establishment.
- (3) Annual figures are computed based on the simple averages of the four non-seasonally adjusted quarterly figures in the year.

Hours Worked

***Paid hours
worked per
employee
edged down in
December***

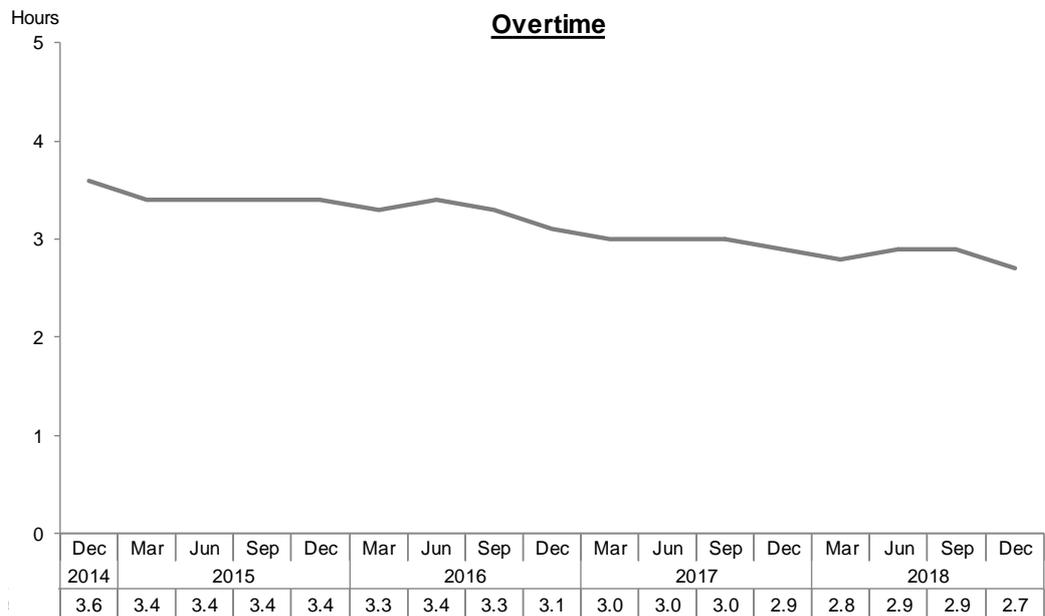
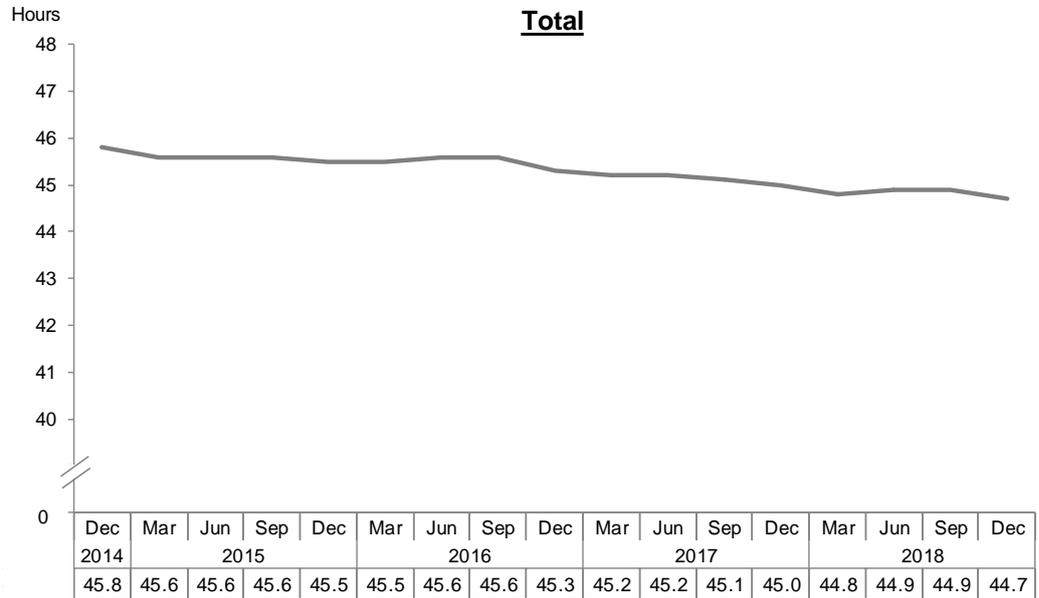
The average total weekly paid hours worked⁸ per employee was slightly lower in December 2018 (44.7 hours) than in September 2018 (44.9), due to a decline in paid overtime hours (from 2.9 to 2.7). Based on yearly averages, paid working hours continued its downtrend from 2013 to reach 44.8 hours in 2018.

By industry, the decline in hours worked over the year was observed across the three broad sectors. Within services, the decrease was more pronounced in security & investigation and food & beverage services. Conversely, workers in electronics manufacturing and cleaning & landscaping saw a larger increase in their paid hours worked.

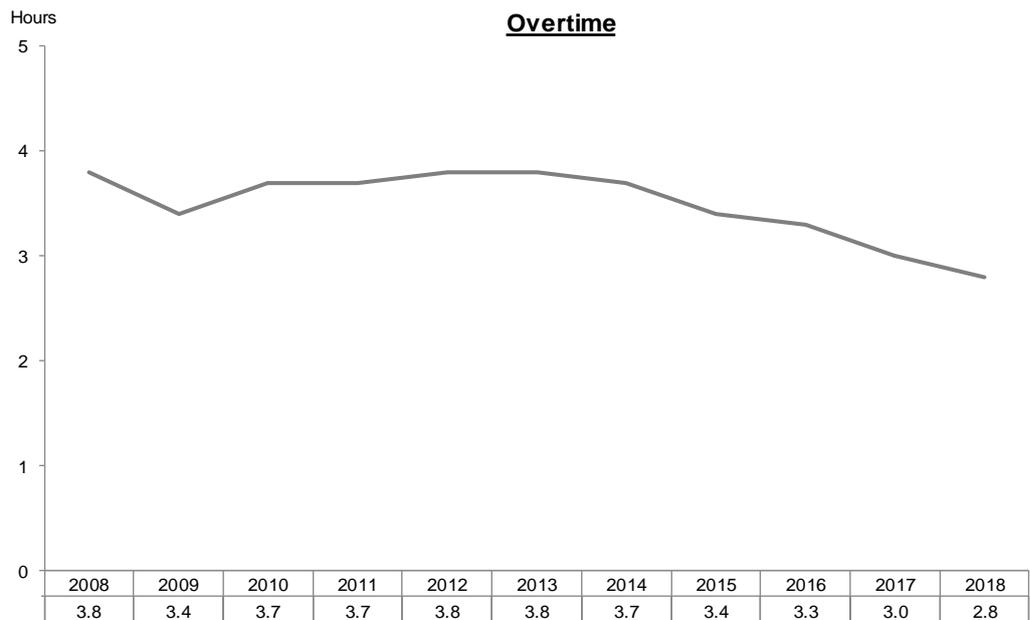
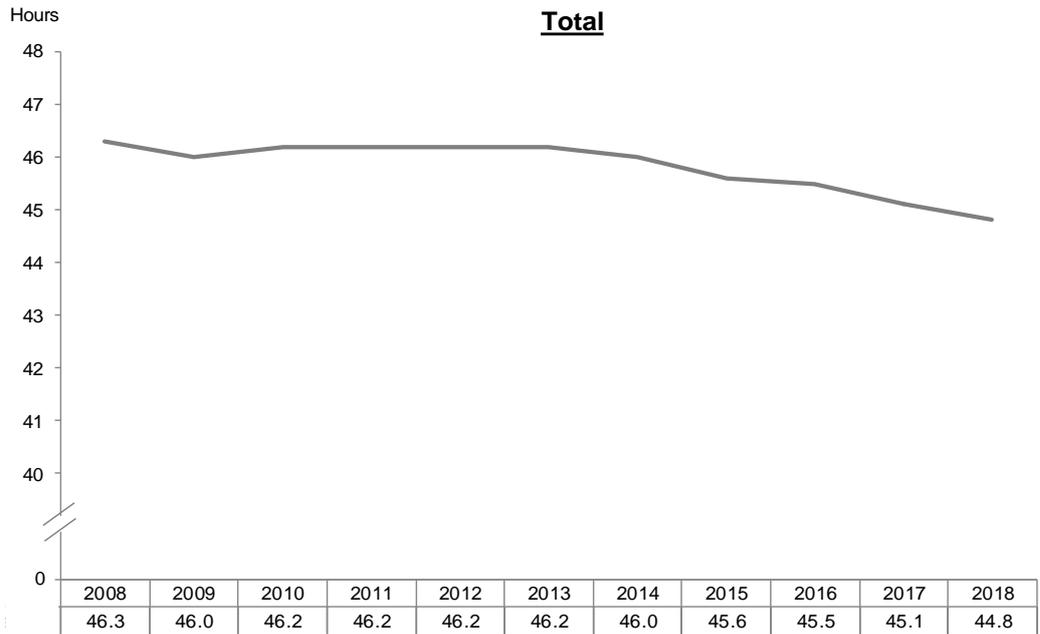
⁸ Average weekly paid hours worked per employee are based on the last month of each quarter.

Chart 24 Average Weekly Paid Hours Worked Per Employee

Quarterly



Annual Average



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

Notes:

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

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Per Cent

Characteristics	2016	2017	2018	Dec	
				2017	2018
TOTAL	3.0	3.1	2.9	2.5	2.6
GENDER					
Males	3.0	3.1	2.9	2.8	2.6
Females	3.0	3.1	3.0	2.3	2.6
AGE GROUP (YEARS)					
Below 30	5.0	5.4	5.2	4.7	4.1
30 - 39	2.3	2.4	2.2	1.7	2.0
40 & Over	2.6	2.7	2.5	2.2	2.4
40 - 49	2.4	2.5	2.3	2.0	2.1
50 & Over	2.7	2.8	2.6	2.3	2.5
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.4	2.6	2.5	2.3	2.5
Secondary	3.1	2.8	2.8	2.1	2.7
Post-Secondary (Non-Tertiary)	3.2	3.8	3.4	3.1	2.8
Diploma & Professional Qualification	3.1	3.3	3.1	2.4	2.5
Degree	3.1	3.2	2.9	2.8	2.6

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.

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2016	2017	2018	Dec	
				2017	2018
TOTAL	67.4	70.9	66.9	58.2	60.2
GENDER					
Males	36.2	38.4	35.4	34.2	32.5
Females	31.2	32.6	31.5	23.9	27.7
AGE GROUP (YEARS)					
Below 30	21.8	22.6	21.6	19.6	16.9
30 - 39	11.9	12.6	11.5	9.5	10.7
40 & Over	33.7	35.7	33.7	29.1	32.5
40 - 49	12.8	13.7	12.6	10.6	11.4
50 & Over	20.9	22.0	21.1	18.5	21.1
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	10.1	10.9	9.7	10.0	9.6
Secondary	12.3	11.1	11.0	8.6	10.8
Post-Secondary (Non-Tertiary)	7.5	8.9	8.0	6.8	6.1
Diploma & Professional Qualification	13.2	14.1	13.8	10.6	11.4
Degree	24.2	25.9	24.4	22.2	22.3

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

Notes :

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

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2016	2017	2018	Per Cent	
				Dec	
				2017	2018
TOTAL	0.8	0.8	0.7	0.7	0.7
GENDER					
Males	0.9	0.9	0.8	0.8	0.8
Females	0.6	0.6	0.6	0.5	0.6
AGE GROUP (YEARS)					
Below 30	0.6	0.8	0.6	0.9	0.5
30 - 39	0.6	0.5	0.6	0.4	0.6
40 & Over	0.9	0.8	0.8	0.7	0.8
40 - 49	0.8	0.9	0.7	0.8	0.7
50 & Over	1.0	0.8	0.9	0.7	0.9
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	0.6	0.7	0.5	0.6	0.6
Secondary	0.7	0.5	0.6	0.3	0.6
Post-Secondary (Non-Tertiary)	0.6	0.8	0.7	0.9	0.7
Diploma & Professional Qualification	0.7	0.8	0.7	0.6	0.7
Degree	1.0	0.9	0.8	0.9	0.8

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

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

1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2016	2017	2018	Dec	
				2017	2018
TOTAL	17.0	17.1	15.9	15.8	16.4
GENDER					
Males	10.6	10.5	9.7	10.0	10.1
Females	6.3	6.6	6.2	5.8	6.3
AGE GROUP (YEARS)					
Below 30	2.4	3.4	2.3	3.8	2.0
30 - 39	2.9	2.9	2.9	2.3	2.9
40 & Over	11.7	10.9	10.8	9.7	11.5
40 - 49	4.3	4.5	3.7	4.1	4.0
50 & Over	7.4	6.4	7.2	5.6	7.5
HIGHEST QUALIFICATION ATTAINED					
Below Secondary	2.6	2.6	2.1	2.5	2.3
Secondary	2.9	2.1	2.4	1.3	2.5
Post-Secondary (Non-Tertiary)	1.2	1.9	1.5	1.9	1.6
Diploma & Professional Qualification	2.9	3.5	3.1	2.8	3.1
Degree	7.3	7.0	6.9	7.3	6.9

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 Dec 2018
	2016	2017	2018	2017	2018				
				4Q	1Q	2Q	3Q	4Q	
TOTAL	16.8	-3.6	45.3	12.7	3.7	6.5	19.3	15.9	3 714.8
C10-32 MANUFACTURING	-14.4	-10.9	-2.4	-1.3	-3.8	-0.1	3.5	-2.0	487.6
C10-12 Food, Beverages & Tobacco	1.4	2.4	1.4	0.7	0.4	0.2	0.6	0.2	51.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.9	-1.6	-1.2	-0.4	-0.3	-0.4	-0.2	-0.3	29.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	5.3	-4.0	3.2	-0.7	0.6	2.4	1.3	-1.2	62.7
C25,28 Fabricated Metal Products, Machinery & Equipment	-8.4	-2.3	-2.6	-0.1	-	-0.6	-1.4	-0.6	96.6
C26 Electronic, Computer & Optical Products	-1.9	7.5	-0.1	2.4	-1.6	0.1	1.6	-0.2	91.5
C29-30 Transport Equipment	-8.7	-13.5	-3.1	-3.2	-3.1	-1.7	1.5	0.2	92.5
Other Manufacturing Industries	-0.2	0.5	-	-0.1	0.2	-0.1	-	-0.2	63.7
F41-43 CONSTRUCTION	-11.3	-38.3	-7.1	-5.6	-5.7	-0.7	-0.3	-0.4	444.7
G-U SERVICES	42.8	46.0	54.9	20.2	13.1	7.2	16.4	18.2	2 755.3
G46-47 WHOLESALE AND RETAIL TRADE	1.3	-1.7	1.6	4.9	-1.8	-1.7	1.1	4.1	491.7
G46 Wholesale Trade	0.5	-0.6	3.6	1.0	-0.2	0.6	2.1	1.0	325.3
G47 Retail Trade	0.8	-1.1	-2.0	3.9	-1.7	-2.4	-1.1	3.2	166.4
H49-53 TRANSPORTATION AND STORAGE	3.4	7.1	7.7	3.3	2.0	2.6	1.7	1.4	259.9
H49,5221 Land Transport & Supporting Services	4.9	4.4	4.8	1.0	1.8	1.4	1.3	0.4	108.5
H50,5222, 5225 Water Transport & Supporting Services	-0.7	-0.5	-0.6	-0.4	-0.2	-0.1	-0.2	-	45.4
H51,5223 Air Transport & Supporting Services	-1.3	1.8	1.2	2.0	0.2	0.3	0.3	0.4	34.1
Other Transportation & Storage Services	0.5	1.4	2.3	0.6	0.3	1.0	0.4	0.6	71.8
I55-56 ACCOMMODATION AND FOOD SERVICES	5.3	3.5	1.3	2.9	-1.1	-1.6	1.0	3.0	256.1
I55 Accommodation	-0.8	-	-0.8	-0.2	-0.5	-0.7	1.1	-0.7	34.3
I56 Food & Beverage Services	6.1	3.4	2.1	3.1	-0.6	-1.0	-0.1	3.7	221.8
J58-63 INFORMATION AND COMMUNICATIONS	2.2	4.0	8.4	0.9	1.2	2.4	3.1	1.6	142.5
J58-61 Telecommunications, Broadcasting & Publishing	-1.0	-0.3	0.5	0.1	-	0.5	0.2	-0.3	40.7
J62-63 IT & Other Information Services	3.2	4.3	7.9	0.8	1.2	1.9	2.9	1.8	101.8
K64-66 FINANCIAL AND INSURANCE SERVICES	5.7	4.5	7.6	-0.6	2.2	1.7	2.5	1.1	196.1
K64 & 66 (excl.662) Financial Services	4.3	1.8	6.4	-0.9	1.8	1.4	2.2	1.0	156.8
K65 & 662 Insurance Services	1.4	2.7	1.1	0.3	0.4	0.4	0.3	0.1	39.3
L68 REAL ESTATE SERVICES	-5.1	1.7	-	0.9	-	-	-	-	86.3
M69-75 PROFESSIONAL SERVICES	-0.5	3.0	6.9	0.8	1.2	1.4	3.4	1.0	244.8
M69-70 Legal, Accounting & Management Services	1.9	2.8	5.7	0.6	1.5	0.6	2.5	1.1	126.5
M71 Architectural & Engineering Services	-2.5	-1.4	0.9	-0.1	-0.2	0.4	0.7	-	60.1
Other Professional Services	0.1	1.6	0.3	0.3	-0.1	0.4	0.2	-0.1	58.1
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	9.4	6.5	3.6	3.1	2.0	0.4	-1.5	2.8	244.3
N80 Security & Investigation	1.6	2.6	1.4	0.2	0.6	0.1	0.4	0.2	48.4
N81 Cleaning & Landscaping	7.5	2.7	0.2	0.7	0.2	-0.2	0.1	0.1	75.7
Other Administrative & Support Services	0.3	1.1	2.0	2.2	1.2	0.4	-2.1	2.4	120.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	21.1	17.6	17.8	4.1	7.4	2.1	5.1	3.2	833.6
O84,P85 Public Administration & Education	4.9	1.6	3.9	0.4	1.8	-0.1	1.2	1.0	249.6
Q86-88 Health & Social Services	7.4	5.9	5.7	1.3	1.9	2.0	1.1	0.7	164.1
R90-93 Arts, Entertainment & Recreation	-0.6	0.6	1.0	0.4	0.3	0.2	0.1	0.4	57.1
S,T,U Other Community, Social & Personal Services	9.5	9.5	7.2	2.0	3.4	-0.1	2.7	1.2	362.8
A,B,D,E,V OTHERS*	-0.3	-0.5	-0.1	-0.6	0.1	-	-0.3	0.1	27.1

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

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

- : nil or negligible

Notes :

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

3.1 RETRENCHMENTS

RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2017					2018				
				2017					2018				
				4Q	1Q	2Q	3Q	4Q	1Q	2Q	3Q	4Q	
TOTAL	19 170	14 720	10 730	3 680	2 320	3 030	2 860	2 510					
INDUSTRY (SSIC 2015)													
C10-32 MANUFACTURING	6 280	3 790	2 570	1 330	510	820	870	380					
C10-12 Food, Beverages & Tobacco	330	190	200	80	40	70	80	10					
C17,18,22 Paper / Rubber / Plastic Products & Printing	410	480	160	280	30	90	30	10					
C19-21 Petroleum, Chemical & Pharmaceutical Products	360	300	180	20	70	40	40	30					
C25,28 Fabricated Metal Products, Machinery & Equipment	2 400	930	870	180	130	220	410	110					
C26 Electronic, Computer & Optical Products	1 670	920	670	580	110	210	270	80					
C29-30 Transport Equipment	720	820	310	110	70	110	20	110					
Other Manufacturing Industries	390	150	190	90	70	80	10	40					
F41-43 CONSTRUCTION	1 920	2 020	1 200	400	350	470	200	180					
G-U SERVICES	10 880	8 900	6 960	1 950	1 470	1 740	1 800	1 950					
G46-47 WHOLESALE AND RETAIL TRADE	2 380	2 180	1 780	500	450	420	450	470					
G46 Wholesale Trade	2 200	1 920	1 580	480	380	390	370	430					
G47 Retail Trade	180	260	210	20	70	30	80	30					
H49-53 TRANSPORTATION AND STORAGE	870	900	710	290	120	280	120	190					
H49,5221 Land Transport & Supporting Services	10	160	200	10	10	150	30	10					
H50,5222, 5225 Water Transport & Supporting Services	490	300	180	40	50	40	10	80					
H51,5223 Air Transport & Supporting Services	160	20	20	-	20	-	10	-					
Other Transportation & Storage Services	220	430	310	240	50	80	80	100					
I55-56 ACCOMMODATION AND FOOD SERVICES	350	470	350	110	40	40	220	50					
I55 Accommodation	70	120	10	50	10	-	10	-					
I56 Food & Beverage Services	280	350	340	60	30	40	210	50					
J58-63 INFORMATION AND COMMUNICATIONS	970	910	1 070	190	200	210	200	460					
J58-61 Telecommunications, Broadcasting & Publishing	570	500	650	90	130	110	110	310					
J62-63 IT & Other Information Services	400	420	420	90	70	100	90	150					
K64-66 FINANCIAL AND INSURANCE SERVICES	2 310	1 780	1 330	350	300	330	320	370					
K64 & 66 (excl.662) Financial Services	2 210	1 720	1 240	340	260	320	310	350					
K65 & 662 Insurance Services	90	60	80	20	30	10	20	20					
L68 REAL ESTATE SERVICES	90	70	100	-	20	40	10	20					
M69-75 PROFESSIONAL SERVICES	2 740	1 700	1 100	360	230	340	260	280					
M69-70 Legal, Accounting & Management Services	1 410	860	600	150	120	200	110	170					
M71 Architectural & Engineering Services	1 050	560	310	160	80	90	70	80					
Other Professional Services	280	280	190	50	30	60	80	30					
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	340	430	240	40	80	50	70	30					
N80 Security & Investigation	20	120	10	-	10	-	-	-					
N81 Cleaning & Landscaping	60	70	40	-	30	-	10	-					
Other Administrative & Support Services	260	250	190	40	40	50	70	30					
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	850	460	290	110	40	30	150	70					
O84,P85 Public Administration & Education	50	40	90	20	10	10	40	20					
Q86-88 Health & Social Services	40	50	20	10	10	-	-	-					
R90-93 Arts, Entertainment & Recreation	500	240	130	-	-	10	90	30					
S,T,U Other Community, Social & Personal Services	260	130	50	70	10	10	20	20					
A,B,D,E,V OTHERS*	100	20	-	10	-	-	-	-					
OCCUPATIONAL GROUP													
Professionals, Managers, Executives & Technicians	10 890	8 700	6 980	2 240	1 500	1 950	1 750	1 780					
Clerical, Sales & Service Workers	2 100	1 550	1 230	300	280	320	360	280					
Production & Transport Operators, Cleaners & Labourers	6 190	4 480	2 510	1 130	540	760	760	450					

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 RETRENCHMENTS

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

Industry (SSIC 2015)		Reasons For Retrenchment							Occupational Group			
		Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL		1 410	2 300	2 010	6 930	510	370	150	10 730	6 980	1 230	2 510
C10-32 MANUFACTURING		470	630	460	1 310	310	20	110	2 570	1 460	160	950
C10-12	Food, Beverages & Tobacco	20	40	50	160	-	-	-	200	70	10	110
C17,18,22	Paper / Rubber / Plastic Products & Printing	20	10	20	60	10	-	80	160	30	20	110
C19-21	Petroleum, Chemical & Pharmaceutical Products	-	30	20	120	20	-	-	180	130	10	30
C25,28	Fabricated Metal Products, Machinery & Equipment	190	410	250	180	50	-	-	870	480	60	330
C26	Electronic, Computer & Optical Products	10	20	50	560	220	-	-	670	500	20	150
C29-30	Transport Equipment	140	110	70	120	20	-	30	310	130	20	160
	Other Manufacturing Industries	90	20	10	110	-	10	-	190	110	20	60
F41-43 CONSTRUCTION		470	680	470	350	-	180	-	1 200	260	60	880
G-U SERVICES		470	990	1 090	5 270	200	170	40	6 960	5 260	1 020	680
G46-47	WHOLESALE AND RETAIL TRADE	160	370	220	1 360	70	30	20	1 780	1 310	310	160
G46	Wholesale Trade	150	290	210	1 260	70	20	-	1 580	1 230	220	130
G47	Retail Trade	10	80	10	90	-	-	20	210	80	100	30
H49-53	TRANSPORTATION AND STORAGE	60	80	90	590	-	30	-	710	440	110	160
H49,5221	Land Transport & Supporting Services	10	20	20	170	-	-	-	200	170	10	20
H50,5222,5225	Water Transport & Supporting Services	30	40	30	130	-	-	-	180	150	30	-
H51,5223	Air Transport & Supporting Services	-	-	10	20	-	-	-	20	10	10	-
	Other Transportation & Storage Services	10	30	30	260	-	20	-	310	110	60	140
I55-56	ACCOMMODATION AND FOOD SERVICES	10	100	220	50	30	-	10	350	60	130	170
I55	Accommodation	-	10	-	10	-	-	-	10	-	-	10
I56	Food & Beverage Services	10	90	220	40	30	-	10	340	60	120	160
J58-63	INFORMATION AND COMMUNICATIONS	60	100	160	840	10	50	-	1 070	930	130	-
J58-61	Telecommunications, Broadcasting & Publishing	40	60	70	550	10	-	-	650	550	100	-
J62-63	IT & Other Information Services	20	40	90	280	-	40	-	420	390	30	-
K64-66	FINANCIAL AND INSURANCE SERVICES	40	20	200	1 270	80	10	10	1 330	1 260	70	-
K64 & 66 (excl.662)	Financial Services	30	20	180	1 190	80	10	10	1 240	1 200	40	-
K65 & 662	Insurance Services	-	-	10	70	-	-	-	80	60	20	-
L68	REAL ESTATE SERVICES	-	40	10	50	-	10	-	100	50	40	10
M69-75	PROFESSIONAL SERVICES	120	140	170	780	10	50	-	1 100	950	70	90
M69-70	Legal, Accounting & Management Services	10	30	90	510	-	20	-	600	570	30	-
M71	Architectural & Engineering Services	100	70	10	140	10	30	-	310	210	30	80
	Other Professional Services	20	40	70	130	10	-	-	190	170	10	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	10	110	20	120	-	10	-	240	150	50	40
N80	Security & Investigation	-	10	-	-	-	10	-	10	-	-	10
N81	Cleaning & Landscaping	-	30	-	10	-	-	-	40	20	10	10
	Other Administrative & Support Services	10	70	20	120	-	-	-	190	130	40	30
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10	50	10	220	-	-	-	290	110	120	60
O84,P85	Public Administration & Education	-	40	-	50	-	-	-	90	30	60	-
Q86-88	Health & Social Services	-	-	-	20	-	-	-	20	20	-	-
R90-93	Arts, Entertainment & Recreation	-	-	-	120	-	-	-	130	30	50	50
S,T,U	Other Community, Social & Personal Services	10	10	10	30	-	-	-	50	30	10	10
A,B,D,E,V OTHERS**		-	-	-	-	-	-	-	-	-	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

- 1) Establishments can indicate more than one reason for their retrenchment.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

3.3 RETRENCHMENTS OF PERMANENT EMPLOYEES

RETRENCHED PERMANENT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2017	2018			
				4Q	1Q	2Q	3Q	4Q
TOTAL	16 810	12 880	9 610	3 350	2 050	2 760	2 560	2 230
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	5 620	3 330	2 280	1 290	440	770	770	310
C10-12 Food, Beverages & Tobacco	290	190	150	80	20	70	60	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	360	480	160	280	20	90	30	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	360	290	170	20	70	40	40	30
C25,28 Fabricated Metal Products, Machinery & Equipment	2 240	800	780	170	90	220	400	80
C26 Electronic, Computer & Optical Products	1 670	920	570	580	110	200	210	60
C29-30 Transport Equipment	450	550	260	110	60	90	20	90
Other Manufacturing Industries	260	110	190	50	70	80	10	40
F41-43 CONSTRUCTION	870	1 190	800	230	220	350	120	110
G-U SERVICES	10 230	8 350	6 520	1 830	1 390	1 640	1 680	1 820
G46-47 WHOLESALE AND RETAIL TRADE	2 300	2 150	1 680	500	430	400	430	420
G46 Wholesale Trade	2 130	1 900	1 500	470	370	370	360	390
G47 Retail Trade	170	250	190	20	60	30	60	30
H49-53 TRANSPORTATION AND STORAGE	720	680	700	220	120	270	120	190
H49,5221 Land Transport & Supporting Services	-	20	200	10	10	150	30	10
H50,5222,5225 Water Transport & Supporting Services	420	290	180	40	50	40	10	80
H51,5223 Air Transport & Supporting Services	110	20	20	-	20	-	10	-
Other Transportation & Storage Services	190	350	310	170	50	80	80	100
I55-56 ACCOMMODATION AND FOOD SERVICES	320	450	340	110	40	40	210	50
I55 Accommodation	70	120	10	50	10	-	10	-
I56 Food & Beverage Services	250	330	330	60	30	40	210	50
J58-63 INFORMATION AND COMMUNICATIONS	920	880	950	180	190	160	190	420
J58-61 Telecommunications, Broadcasting & Publishing	530	480	580	90	120	80	110	270
J62-63 IT & Other Information Services	390	390	370	90	70	90	80	140
K64-66 FINANCIAL AND INSURANCE SERVICES	2 290	1 770	1 300	350	290	330	320	370
K64 & 66 (excl.662) Financial Services	2 200	1 710	1 230	340	260	320	300	350
K65 & 662 Insurance Services	90	60	80	20	30	10	10	20
L68 REAL ESTATE SERVICES	70	70	90	-	10	40	10	20
M69-75 PROFESSIONAL SERVICES	2 610	1 580	1 010	350	210	320	230	250
M69-70 Legal, Accounting & Management Services	1 380	830	590	150	120	190	100	170
M71 Architectural & Engineering Services	970	480	240	150	60	80	40	60
Other Professional Services	260	270	180	50	30	40	80	30
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	220	400	210	40	70	50	60	30
N80 Security & Investigation	-	120	10	-	10	-	-	-
N81 Cleaning & Landscaping	50	50	30	-	30	-	-	-
Other Administrative & Support Services	170	230	180	40	30	50	60	30
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	770	380	230	80	30	20	120	70
O84,P85 Public Administration & Education	40	30	50	20	10	10	10	20
Q86-88 Health & Social Services	30	40	20	10	10	-	-	-
R90-93 Arts, Entertainment & Recreation	480	220	120	-	-	-	90	30
S,T,U Other Community, Social & Personal Services	230	100	40	60	10	10	10	10
A,B,D,E,V OTHERS*	100	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10 490	8 420	6 670	2 190	1 430	1 880	1 660	1 700
Clerical, Sales & Service Workers	1 940	1 440	1 100	290	260	270	300	270
Production & Transport Operators, Cleaners & Labourers	4 390	3 020	1 840	870	370	610	600	260

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

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

- : nil or negligible

Notes :

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

3.4 RETRENCHMENTS OF TERM CONTRACT EMPLOYEES

RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2017	2018			
				4Q	1Q	2Q	3Q	4Q
TOTAL	2 360	1 840	1 120	330	270	270	300	280
INDUSTRY (SSIC 2015)								
C10-32 MANUFACTURING	660	460	290	50	70	50	100	70
C10-12 Food, Beverages & Tobacco	40	10	50	-	10	-	30	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	50	-	-	-	-	-	-	-
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	10	-	-	-	-	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	160	130	80	10	40	-	10	30
C26 Electronic, Computer & Optical Products	10	10	100	-	-	10	60	30
C29-30 Transport Equipment	270	280	50	-	10	30	-	10
Other Manufacturing Industries	130	30	-	30	-	-	-	-
F41-43 CONSTRUCTION	1 050	830	400	160	120	120	80	70
G-U SERVICES	650	550	440	120	80	100	120	130
G46-47 WHOLESALE AND RETAIL TRADE	70	30	100	-	20	20	20	40
G46 Wholesale Trade	70	20	80	-	10	20	10	40
G47 Retail Trade	10	10	20	-	10	-	10	-
H49-53 TRANSPORTATION AND STORAGE	150	220	10	70	-	-	-	-
H49,5221 Land Transport & Supporting Services	-	140	-	-	-	-	-	-
H50,5222,5225 Water Transport & Supporting Services	60	-	-	-	-	-	-	-
H51,5223 Air Transport & Supporting Services	50	-	-	-	-	-	-	-
Other Transportation & Storage Services	30	80	10	70	-	-	-	-
I55-56 ACCOMMODATION AND FOOD SERVICES	30	20	10	-	-	-	10	-
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	30	20	10	-	-	-	10	-
J58-63 INFORMATION AND COMMUNICATIONS	50	40	120	10	20	50	10	50
J58-61 Telecommunications, Broadcasting & Publishing	30	10	70	-	10	30	-	40
J62-63 IT & Other Information Services	20	20	40	10	10	20	10	10
K64-66 FINANCIAL AND INSURANCE SERVICES	20	10	20	-	10	10	10	10
K64 & 66 (excl.662) Financial Services	20	10	20	-	10	10	-	-
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	10	10	10	-	10	-	-	-
M69-75 PROFESSIONAL SERVICES	130	120	100	10	20	20	30	30
M69-70 Legal, Accounting & Management Services	30	30	10	-	-	-	10	10
M71 Architectural & Engineering Services	80	80	70	10	10	10	30	20
Other Professional Services	20	10	10	-	-	10	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	120	30	30	-	10	-	10	-
N80 Security & Investigation	20	-	10	-	10	-	-	-
N81 Cleaning & Landscaping	10	10	10	-	-	-	10	-
Other Administrative & Support Services	90	20	10	-	10	-	10	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	70	50	20	10	10	40	-
O84,P85 Public Administration & Education	10	10	40	-	-	-	40	-
Q86-88 Health & Social Services	10	10	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	20	30	-	-	-	-	-	-
S,T,U Other Community, Social & Personal Services	30	20	10	20	-	-	-	-
A,B,D,E,V OTHERS*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	400	280	310	60	70	70	90	80
Clerical, Sales & Service Workers	160	110	140	10	20	40	60	10
Production & Transport Operators, Cleaners & Labourers	1 800	1 460	670	260	180	160	150	180

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

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

- : nil or negligible

Notes :

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

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

4.1 EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF

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

Number of Employees

	2016	2017	2018	2017				
				2018				
				4Q	1Q	2Q	3Q	4Q
<u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	950	1 160	590	1 120	830	620	430	460
SECTOR								
Manufacturing	600	650	260	610	400	230	170	250
Construction	110	250	160	300	150	250	70	160
Services	240	250	170	220	280	140	190	60
Others*	-	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	260	400	200	310	360	240	90	100
Clerical, Sales & Service Workers	100	110	90	120	80	60	140	80
Production & Transport Operators, Cleaners & Labourers	590	650	300	690	390	320	210	280
<u>EMPLOYEES ON SHORT WORK-WEEK</u>								
TOTAL	820	980	480	950	670	460	410	370
SECTOR								
Manufacturing	570	650	240	580	360	220	170	210
Construction	40	110	110	170	110	150	60	120
Services	200	220	130	200	210	90	180	50
Others*	-	10	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	230	380	160	290	280	200	80	80
Clerical, Sales & Service Workers	90	110	80	110	70	50	130	70
Production & Transport Operators, Cleaners & Labourers	500	500	240	550	320	200	200	230
<u>EMPLOYEES ON TEMPORARY LAY-OFF</u>								
TOTAL	130	180	110	170	150	160	20	90
SECTOR								
Manufacturing	30	10	20	30	40	10	-	40
Construction	70	140	50	130	40	100	20	40
Services	40	30	30	10	70	50	-	10
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	30	20	40	20	80	40	10	30
Clerical, Sales & Service Workers	10	10	10	10	10	10	10	-
Production & Transport Operators, Cleaners & Labourers	90	150	60	140	70	120	10	60

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

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

- : nil or negligible

Notes :

- 1) Annual figures are simple averages of the quarterly figures. It refers to the average number of employees on short work-week or temporary lay-off per quarter.
- 2) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 3) Data are rounded to the nearest 10. Hence, they may not add up to the total.

5.1 RE-ENTRY INTO EMPLOYMENT

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

Per Cent

Characteristics	2016	2017	2018	2017	2018			
				4Q	1Q	2Q	3Q	4Q
TOTAL	64.6	64.6	62.9	63.2	61.0	64.3	61.7	64.2
GENDER								
Males	62.7	62.0	61.4	60.0	59.3	63.2	60.9	61.9
Females	67.3	67.8	64.7	66.9	63.3	65.5	62.6	67.1
AGE GROUP (YEARS)								
Below 30	80.1	80.3	81.7	83.1	85.7	82.0	73.9	83.5
30 - 39	73.6	72.2	70.6	73.0	65.0	71.5	69.9	75.7
40 & Over	58.8	59.7	58.6	57.4	57.8	60.0	58.0	58.0
40 - 49	64.2	65.7	64.4	63.5	63.1	66.2	63.6	64.3
50 & Over	53.0	53.4	53.3	50.8	53.4	54.6	52.8	51.8
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	66.7	70.8	69.4	64.8	68.4	72.4	63.5	70.4
Secondary	66.3	68.3	68.2	60.1	65.0	73.9	62.6	66.7
Post-Secondary (Non-Tertiary)	65.7	63.9	62.8	66.4	57.3	64.0	64.8	65.2
Diploma & Professional Qualification	68.4	67.6	62.6	68.2	60.2	62.6	64.7	63.2
Degree	60.4	61.0	60.3	62.4	58.3	59.9	60.1	62.7
OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT								
Professionals, Managers, Executives & Technicians	62.3	62.0	59.5	62.3	56.6	59.1	59.7	62.6
Clerical, Sales & Service Workers	71.1	72.1	69.6	66.9	69.4	70.4	67.1	71.5
Production & Transport Operators, Cleaners & Labourers	69.1	71.4	74.8	65.0	73.8	80.2	67.9	68.2

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 refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment.
- 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

	2016	2017	2018	Dec	
				2017	2018
TOTAL	49.5	48.8	57.9	46.6	57.8
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	5.8	6.5	8.3	6.0	7.5
C10-12 Food, Beverages & Tobacco	0.6	0.6	0.7	0.6	0.6
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	0.3	0.4	0.3	0.4
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.4	0.7	0.4	0.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.1	1.2	1.6	1.4	1.3
C26 Electronic, Computer & Optical Products	1.9	2.5	2.3	1.9	2.1
C29-30 Transport Equipment	0.8	0.9	1.6	0.9	1.6
Other Manufacturing Industries	0.8	0.5	0.9	0.5	0.8
F41-43 CONSTRUCTION	2.0	1.7	3.0	1.6	4.4
G-U SERVICES	41.3	40.1	46.2	38.7	45.5
G46-47 WHOLESALE AND RETAIL TRADE	6.2	5.8	6.5	5.7	6.0
G46 Wholesale Trade	2.8	3.1	3.7	3.3	3.5
G47 Retail Trade	3.4	2.7	2.8	2.4	2.5
H49-53 TRANSPORTATION AND STORAGE	2.9	3.3	3.9	3.0	3.6
H49,5221 Land Transport & Supporting Services	0.7	0.7	0.8	0.8	0.6
H50,5222, 5225 Water Transport & Supporting Services	0.2	0.5	0.4	0.1	0.4
H51,5223 Air Transport & Supporting Services	0.7	0.6	1.0	0.8	1.1
Other Transportation & Storage Services	1.3	1.6	1.7	1.3	1.6
I55-56 ACCOMMODATION AND FOOD SERVICES	5.7	5.3	5.9	5.4	6.4
I55 Accommodation	1.6	1.6	2.0	1.5	2.0
I56 Food & Beverage Services	4.0	3.8	3.9	3.9	4.4
J58-63 INFORMATION AND COMMUNICATIONS	2.8	3.0	3.9	3.0	4.1
J58-61 Telecommunications, Broadcasting & Publishing	0.9	0.8	0.8	0.5	0.6
J62-63 IT & Other Information Services	1.9	2.2	3.2	2.5	3.5
K64-66 FINANCIAL AND INSURANCE SERVICES	3.2	4.2	5.0	4.2	4.7
K64 & 66 (excl.662) Financial Services	2.8	3.7	4.3	3.5	4.1
K65 & 662 Insurance Services	0.5	0.5	0.7	0.6	0.6
L68 REAL ESTATE SERVICES	1.5	1.1	1.2	1.1	1.4
M69-75 PROFESSIONAL SERVICES	3.3	2.8	4.0	2.6	4.0
M69-70 Legal, Accounting & Management Services	1.9	1.6	2.2	1.3	2.2
M71 Architectural & Engineering Services	0.7	0.6	1.1	0.8	1.2
Other Professional Services	0.7	0.5	0.7	0.6	0.5
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.9	4.7	5.0	4.3	5.3
N80 Security & Investigation	2.3	2.0	1.9	1.6	2.4
N81 Cleaning & Landscaping	1.4	1.5	1.8	1.4	1.4
Other Administrative & Support Services	1.2	1.2	1.4	1.3	1.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.8	9.9	10.7	9.3	10.0
O84,P85 Public Administration & Education	5.4	4.9	5.2	4.9	4.5
Q86-88 Health & Social Services	3.1	2.7	3.3	2.7	3.2
R90-93 Arts, Entertainment & Recreation	1.4	1.5	1.1	1.1	1.1
S,T,U Other Community, Social & Personal Services	0.8	0.8	1.1	0.6	1.2
A,B,D,E,V OTHERS*	0.4	0.4	0.4	0.3	0.4
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	25.0	25.7	31.5	25.7	30.6
Clerical, Sales & Service Workers	13.7	12.3	13.6	12.0	13.9
Production & Transport Operators, Cleaners & Labourers	10.9	10.8	12.9	9.0	13.3

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) 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					
				2016	2017	2018	Dec		
								2017	2018
TOTAL				2.3	2.4	2.7	2.3	2.7	
INDUSTRY (SSIC 2015)									
C10-32	MANUFACTURING			1.6	1.8	2.3	1.7	2.1	
C10-12	Food, Beverages & Tobacco			2.1	2.0	2.1	1.9	1.9	
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.3	1.6	2.0	1.5	2.3	
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.6	1.5	2.4	1.4	1.9	
C25,28	Fabricated Metal Products, Machinery & Equipment			1.1	1.5	1.9	1.6	1.6	
C26	Electronic, Computer & Optical Products			2.4	3.2	2.9	2.4	2.6	
C29-30	Transport Equipment			0.9	1.2	2.2	1.2	2.1	
	Other Manufacturing Industries			1.9	1.5	2.3	1.4	2.0	
F41-43	CONSTRUCTION			0.6	0.6	1.1	0.6	1.6	
G-U	SERVICES			2.9	2.9	3.1	2.7	3.0	
G46-47	WHOLESALE AND RETAIL TRADE			2.6	2.5	2.7	2.4	2.4	
G46	Wholesale Trade			1.8	2.0	2.2	2.1	2.1	
G47	Retail Trade			4.4	3.6	3.6	3.1	3.1	
H49-53	TRANSPORTATION AND STORAGE			1.9	2.2	2.4	2.0	2.2	
H49,5221	Land Transport & Supporting Services			1.9	1.7	2.0	2.1	1.3	
H50,5222,5225	Water Transport & Supporting Services			0.7	1.4	1.2	0.4	1.1	
H51,5223	Air Transport & Supporting Services			2.1	1.9	2.9	2.2	3.0	
	Other Transportation & Storage Services			2.7	3.2	3.3	2.8	3.2	
I55-56	ACCOMMODATION AND FOOD SERVICES			4.3	4.2	4.2	4.1	4.4	
I55	Accommodation			6.7	6.5	8.0	6.4	7.9	
I56	Food & Beverage Services			3.7	3.6	3.4	3.5	3.6	
J58-63	INFORMATION AND COMMUNICATIONS			3.9	4.0	4.8	4.0	4.7	
J58-61	Telecommunications, Broadcasting & Publishing			3.1	2.7	2.7	1.9	2.2	
J62-63	IT & Other Information Services			4.5	4.8	5.8	5.1	5.9	
K64-66	FINANCIAL AND INSURANCE SERVICES			2.4	3.1	3.5	3.0	3.3	
K64 & 66 (excl.662)	Financial Services			2.4	3.1	3.5	3.0	3.3	
K65 & 662	Insurance Services			2.6	2.9	3.5	3.4	3.2	
L68	REAL ESTATE SERVICES			2.9	2.2	2.3	2.2	2.7	
M69-75	PROFESSIONAL SERVICES			2.5	2.3	3.0	2.1	3.0	
M69-70	Legal, Accounting & Management Services			3.0	2.7	3.4	2.2	3.3	
M71	Architectural & Engineering Services			1.6	1.5	2.3	1.8	2.6	
	Other Professional Services			3.1	2.5	3.3	2.5	2.7	
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.3	3.2	3.4	3.1	3.6	
N80	Security & Investigation			4.9	4.6	5.6	4.9	6.9	
N81	Cleaning & Landscaping			2.5	2.6	2.7	2.2	2.0	
	Other Administrative & Support Services			2.7	2.8	2.9	3.1	3.4	
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			3.1	2.8	2.9	2.6	2.7	
O84,P85	Public Administration & Education			3.0	2.7	2.9	2.7	2.4	
Q86-88	Health & Social Services			3.1	2.7	3.0	2.6	2.9	
R90-93	Arts, Entertainment & Recreation			3.5	3.7	2.8	2.8	2.7	
S,T,U	Other Community, Social & Personal Services			2.7	2.6	3.0	2.0	3.1	
A,B,D,E,V	OTHERS*			1.8	1.8	2.0	1.3	1.9	
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians			2.5	2.6	3.0	2.5	2.8	
	Clerical, Sales & Service Workers			3.2	3.0	3.2	2.9	3.2	
	Production & Transport Operators, Cleaners & Labourers			1.6	1.7	2.0	1.4	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.

6.3 JOB VACANCY

JOB VACANCY AND JOB VACANCY RATE BY INDUSTRY AND OCCUPATIONAL GROUP, 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 (%)
TOTAL		57.9	2.7	31.5	3.0	13.6	3.2	12.8	2.0
C10-32 MANUFACTURING		8.3	2.3	4.4	2.8	0.6	2.1	3.2	1.9
C10-12	Food, Beverages & Tobacco	0.7	2.1	0.2	2.0	0.3	2.7	0.3	1.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	0.4	2.0	0.1	2.2	-	-	0.2	1.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	0.7	2.4	0.6	2.7	-	-	0.1	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	1.6	1.9	0.8	2.4	0.1	1.8	0.7	1.6
C26	Electronic, Computer & Optical Products	2.3	2.9	1.6	3.5	0.1	2.3	0.7	2.1
C29-30	Transport Equipment	1.6	2.2	0.8	2.7	0.1	1.5	0.8	1.9
	Other Manufacturing Industries	0.9	2.3	0.4	2.8	0.1	2.1	0.4	2.0
F41-43 CONSTRUCTION		3.0	1.1	0.8	1.3	0.2	1.1	2.0	1.0
G-U SERVICES		46.2	3.1	26.0	3.2	12.7	3.4	7.4	2.8
G46-47	WHOLESALE AND RETAIL TRADE	6.5	2.7	2.9	2.5	2.9	3.2	0.8	2.0
G46	Wholesale Trade	3.7	2.2	2.4	2.4	0.9	2.4	0.4	1.4
G47	Retail Trade	2.8	3.6	0.5	2.7	2.0	3.9	0.3	3.9
H49-53	TRANSPORTATION AND STORAGE	3.9	2.4	1.0	2.1	1.0	2.4	1.8	2.7
H49,5221	Land Transport & Supporting Services	0.8	2.0	0.1	1.6	0.2	2.9	0.5	1.9
H50,5222,5225	Water Transport & Supporting Services	0.4	1.2	0.2	1.6	0.1	1.3	0.1	0.8
H51,5223	Air Transport & Supporting Services	1.0	2.9	0.3	3.3	0.5	2.2	0.2	5.5
	Other Transportation & Storage Services	1.7	3.3	0.4	2.2	0.3	3.2	1.0	4.2
I55-56	ACCOMMODATION AND FOOD SERVICES	5.9	4.2	1.0	3.5	3.5	4.1	1.4	5.2
I55	Accommodation	2.0	8.0	0.5	5.3	0.9	8.9	0.6	10.1
I56	Food & Beverage Services	3.9	3.4	0.6	2.7	2.5	3.4	0.8	3.8
J58-63	INFORMATION AND COMMUNICATIONS	3.9	4.8	3.7	5.1	0.2	2.9	-	-
J58-61	Telecommunications, Broadcasting & Publishing	0.8	2.7	0.7	2.8	0.1	2.7	-	-
J62-63	IT & Other Information Services	3.2	5.8	3.1	6.1	0.1	3.3	-	-
K64-66	FINANCIAL AND INSURANCE SERVICES	5.0	3.5	4.7	3.6	0.3	2.6	-	-
K64 & 66 (excl.662)	Financial Services	4.3	3.5	4.2	3.6	0.2	2.0	-	-
K65 & 662	Insurance Services	0.7	3.5	0.5	3.4	0.1	3.9	-	-
L68	REAL ESTATE SERVICES	1.2	2.3	0.6	2.6	0.2	2.0	0.4	2.1
M69-75	PROFESSIONAL SERVICES	4.0	3.0	3.2	3.2	0.4	2.7	0.4	2.0
M69-70	Legal, Accounting & Management Services	2.2	3.4	1.9	3.6	0.2	2.7	0.1	2.8
M71	Architectural & Engineering Services	1.1	2.3	0.7	2.6	-	-	0.3	1.9
	Other Professional Services	0.7	3.3	0.6	3.2	0.1	4.9	-	-
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	5.0	3.4	0.9	3.0	2.0	4.3	2.2	3.0
N80	Security & Investigation	1.9	5.6	0.1	2.4	1.6	5.6	0.2	8.1
N81	Cleaning & Landscaping	1.8	2.7	0.1	1.3	0.1	1.2	1.7	3.0
	Other Administrative & Support Services	1.4	2.9	0.8	3.4	0.3	2.4	0.3	2.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.7	2.9	7.9	2.9	2.3	3.2	0.5	2.4
O84,P85	Public Administration & Education	5.2	2.9	4.9	3.0	0.3	2.0	0.1	1.5
Q86-88	Health & Social Services	3.3	3.0	2.1	2.8	1.0	3.6	0.2	3.3
R90-93	Arts, Entertainment & Recreation	1.1	2.8	0.4	2.7	0.6	3.1	0.1	2.2
S,T,U	Other Community, Social & Personal Services	1.1	3.0	0.4	2.7	0.5	3.7	0.2	2.4
A,B,D,E,V OTHERS*		0.4	2.0	0.2	1.6	-	-	0.2	2.6

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

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

- : nil or negligible

Notes :

- 1) Data 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

	2016	2017	2018	4Q	
				2017	2018
TOTAL	2.2	2.1	2.3	2.1	2.1
INDUSTRY (SSIC 2015)					
C10-32 MANUFACTURING	1.6	1.8	1.9	1.7	1.6
C10-12 Food, Beverages & Tobacco	2.9	3.0	3.2	2.8	3.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.9	1.8	1.3	1.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.4	1.3	1.3	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.6	1.9	1.5	1.3
C26 Electronic, Computer & Optical Products	1.6	2.5	1.8	2.5	1.4
C29-30 Transport Equipment	1.2	1.2	1.7	1.0	1.7
Other Manufacturing Industries	1.8	1.6	1.6	1.4	1.5
F41-43 CONSTRUCTION	2.1	1.7	2.0	1.5	1.9
G-U SERVICES	2.4	2.3	2.4	2.3	2.2
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.4	2.4	2.5	2.3
G46 Wholesale Trade	1.9	1.8	2.0	1.7	1.8
G47 Retail Trade	3.8	3.5	3.4	4.1	3.3
H49-53 TRANSPORTATION AND STORAGE	1.8	1.7	1.8	1.6	1.7
H49,5221 Land Transport & Supporting Services	1.9	1.7	1.8	1.7	1.9
H50,5222, 5225 Water Transport & Supporting Services	1.4	1.5	1.1	1.0	0.8
H51,5223 Air Transport & Supporting Services	1.3	1.1	1.6	1.2	1.5
Other Transportation & Storage Services	2.4	2.3	2.5	2.4	2.2
I55-56 ACCOMMODATION AND FOOD SERVICES	3.9	3.7	3.7	3.9	3.8
I55 Accommodation	2.9	2.8	2.8	2.1	2.2
I56 Food & Beverage Services	4.2	4.0	3.9	4.3	4.1
J58-63 INFORMATION AND COMMUNICATIONS	2.2	2.0	2.3	2.0	2.1
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.6	1.7	1.6	1.4
J62-63 IT & Other Information Services	2.4	2.2	2.6	2.3	2.5
K64-66 FINANCIAL AND INSURANCE SERVICES	1.9	1.8	2.1	1.8	1.9
K64 & 66 (excl.662) Financial Services	1.8	1.8	2.1	1.8	1.9
K65 & 662 Insurance Services	2.5	2.3	2.2	1.8	2.1
L68 REAL ESTATE SERVICES	3.5	3.4	3.3	2.9	2.5
M69-75 PROFESSIONAL SERVICES	2.3	2.0	2.5	1.9	2.0
M69-70 Legal, Accounting & Management Services	2.3	2.1	2.3	1.9	2.1
M71 Architectural & Engineering Services	2.3	1.9	2.8	1.7	2.1
Other Professional Services	2.0	1.8	2.3	2.1	1.3
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	4.6	4.5	4.7	4.0
N80 Security & Investigation	3.5	3.7	3.9	4.1	3.9
N81 Cleaning & Landscaping	4.8	4.6	4.7	4.9	4.2
Other Administrative & Support Services	4.9	5.5	4.5	4.9	3.6
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.4	1.3	1.5	1.2	1.3
O84,P85 Public Administration & Education	1.1	1.0	1.1	0.8	0.8
Q86-88 Health & Social Services	1.6	1.6	1.7	1.4	1.5
R90-93 Arts, Entertainment & Recreation	1.7	1.8	1.9	1.7	1.8
S,T,U Other Community, Social & Personal Services	2.2	2.0	2.6	2.0	2.9
A,B,D,E,V OTHERS*	1.3	1.4	1.8	1.3	1.8
OCCUPATIONAL GROUP					
Professionals, Managers, Executives & Technicians	1.6	1.5	1.7	1.4	1.6
Clerical, Sales & Service Workers	3.1	3.1	3.2	3.2	3.1
Production & Transport Operators, Cleaners & Labourers	2.5	2.4	2.5	2.3	2.2

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Figures for the 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				
					2016	2017	2018	4Q	
								2017	2018
TOTAL					1.8	1.8	1.8	1.7	1.6
INDUSTRY (SSIC 2015)									
C10-32	MANUFACTURING				1.5	1.5	1.6	1.3	1.3
C10-12	Food, Beverages & Tobacco				2.6	2.5	2.8	2.1	2.5
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.7	1.7	1.7	1.6	1.2
C19-21	Petroleum, Chemical & Pharmaceutical Products				0.9	0.9	0.9	0.7	0.7
C25,28	Fabricated Metal Products, Machinery & Equipment				1.5	1.6	1.5	1.3	1.1
C26	Electronic, Computer & Optical Products				1.4	1.5	1.6	1.3	1.1
C29-30	Transport Equipment				1.3	1.4	1.3	1.4	1.2
	Other Manufacturing Industries				1.4	1.3	1.5	1.2	1.5
F41-43	CONSTRUCTION				1.7	1.8	1.8	1.8	1.7
G-U	SERVICES				1.9	1.9	1.9	1.7	1.7
G46-47	WHOLESALE AND RETAIL TRADE				2.2	2.0	2.0	1.8	1.7
G46	Wholesale Trade				1.7	1.6	1.6	1.4	1.4
G47	Retail Trade				3.2	3.0	3.0	2.6	2.3
H49-53	TRANSPORTATION AND STORAGE				1.4	1.3	1.3	1.2	1.2
H49,5221	Land Transport & Supporting Services				1.3	1.3	1.3	1.1	1.0
H50,5222,5225	Water Transport & Supporting Services				1.0	0.9	0.9	0.8	0.7
H51,5223	Air Transport & Supporting Services				0.9	0.8	1.0	0.8	1.0
	Other Transportation & Storage Services				2.0	1.9	1.9	1.8	1.8
I55-56	ACCOMMODATION AND FOOD SERVICES				3.6	3.6	3.3	3.5	3.2
I55	Accommodation				2.6	2.6	2.4	1.8	1.8
I56	Food & Beverage Services				3.8	3.8	3.4	3.9	3.5
J58-63	INFORMATION AND COMMUNICATIONS				1.7	1.6	1.6	1.6	1.3
J58-61	Telecommunications, Broadcasting & Publishing				1.4	1.2	1.2	1.1	0.9
J62-63	IT & Other Information Services				1.9	1.8	1.8	1.9	1.5
K64-66	FINANCIAL AND INSURANCE SERVICES				1.2	1.3	1.4	1.3	1.4
K64 & 66 (excl.662)	Financial Services				1.2	1.2	1.3	1.2	1.4
K65 & 662	Insurance Services				1.6	1.6	1.6	1.5	1.4
L68	REAL ESTATE SERVICES				2.9	2.7	2.5	2.3	2.2
M69-75	PROFESSIONAL SERVICES				1.6	1.5	1.6	1.6	1.6
M69-70	Legal, Accounting & Management Services				1.7	1.6	1.6	1.5	1.5
M71	Architectural & Engineering Services				1.5	1.5	1.7	1.6	1.8
	Other Professional Services				1.6	1.5	1.8	1.6	1.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.5	3.6	3.4	3.6	3.3
N80	Security & Investigation				2.8	3.0	3.0	3.0	3.1
N81	Cleaning & Landscaping				4.1	4.3	4.2	4.3	3.9
	Other Administrative & Support Services				3.3	3.3	2.5	2.9	2.5
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				1.0	1.0	1.1	0.8	0.9
O84,P85	Public Administration & Education				0.7	0.6	0.7	0.5	0.5
Q86-88	Health & Social Services				1.1	1.1	1.2	0.9	1.0
R90-93	Arts, Entertainment & Recreation				1.6	1.6	1.5	1.3	1.2
S,T,U	Other Community, Social & Personal Services				1.9	1.8	2.3	2.0	2.5
A,B,D,E,V	OTHERS*				1.2	1.4	1.4	1.0	1.1
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians				1.2	1.2	1.3	1.1	1.1
	Clerical, Sales & Service Workers				2.7	2.6	2.5	2.4	2.4
	Production & Transport Operators, Cleaners & Labourers				2.1	2.2	2.2	2.1	1.9

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

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

Notes :

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

7.3 LABOUR TURNOVER

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

Industry (SSIC 2015)		Per Cent							
		Total		Occupational Group					
				Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation		
TOTAL		2.3	1.8	1.7	1.3	3.2	2.5	2.5	2.2
C10-32 MANUFACTURING		1.9	1.6	1.5	1.1	2.7	2.2	2.1	1.8
C10-12	Food, Beverages & Tobacco	3.2	2.8	1.7	2.0	4.4	3.4	3.2	2.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.8	1.7	1.2	1.1	1.9	1.8	2.2	2.1
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.3	0.9	1.2	0.7	1.3	1.0	1.8	1.4
C25,28	Fabricated Metal Products, Machinery & Equipment	1.9	1.5	1.6	1.3	2.3	1.8	2.0	1.5
C26	Electronic, Computer & Optical Products	1.8	1.6	1.5	1.1	2.3	1.3	2.2	2.3
C29-30	Transport Equipment	1.7	1.3	1.3	0.9	1.3	1.4	2.0	1.6
	Other Manufacturing Industries	1.6	1.5	1.8	1.3	2.5	2.4	1.4	1.5
F41-43 CONSTRUCTION		2.0	1.8	1.8	1.7	2.1	2.0	2.0	1.8
G-U SERVICES		2.4	1.9	1.8	1.3	3.3	2.6	3.2	2.7
G46-47	WHOLESALE AND RETAIL TRADE	2.4	2.0	1.8	1.3	3.4	2.9	2.4	2.1
G46	Wholesale Trade	2.0	1.6	1.7	1.2	2.5	2.1	2.2	2.0
G47	Retail Trade	3.4	3.0	2.0	1.7	3.9	3.5	3.1	2.6
H49-53	TRANSPORTATION AND STORAGE	1.8	1.3	1.6	1.2	1.9	1.4	2.0	1.4
H49,5221	Land Transport & Supporting Services	1.8	1.3	1.6	1.0	1.9	2.1	1.9	1.2
H50,5222,5225	Water Transport & Supporting Services	1.1	0.9	1.4	1.0	1.2	1.0	0.7	0.8
H51,5223	Air Transport & Supporting Services	1.6	1.0	1.5	0.6	1.5	1.0	2.5	1.6
	Other Transportation & Storage Services	2.5	1.9	1.9	1.6	3.0	2.1	2.7	2.1
I55-56	ACCOMMODATION AND FOOD SERVICES	3.7	3.3	2.2	2.2	4.3	3.7	3.5	3.1
I55	Accommodation	2.8	2.4	2.3	2.0	3.3	2.7	2.7	2.6
I56	Food & Beverage Services	3.9	3.4	2.2	2.2	4.4	3.8	3.7	3.3
J58-63	INFORMATION AND COMMUNICATIONS	2.3	1.6	2.2	1.5	2.6	1.8	1.8	1.3
J58-61	Telecommunications, Broadcasting & Publishing	1.7	1.2	1.6	1.1	2.2	1.7	1.0	1.4
J62-63	IT & Other Information Services	2.6	1.8	2.6	1.8	3.3	2.1	1.9	1.3
K64-66	FINANCIAL AND INSURANCE SERVICES	2.1	1.4	2.0	1.3	2.7	1.9	0.9	0.8
K64 & 66 (excl.662)	Financial Services	2.1	1.3	2.0	1.3	2.7	1.9	1.0	0.9
K65 & 662	Insurance Services	2.2	1.6	2.1	1.5	2.7	1.8	0.6	0.6
L68	REAL ESTATE SERVICES	3.3	2.5	2.1	1.4	3.8	2.6	4.7	3.8
M69-75	PROFESSIONAL SERVICES	2.5	1.6	2.3	1.6	2.3	1.9	3.5	1.9
M69-70	Legal, Accounting & Management Services	2.3	1.6	2.4	1.6	2.4	1.7	0.9	0.5
M71	Architectural & Engineering Services	2.8	1.7	2.1	1.4	2.4	2.4	4.0	2.1
	Other Professional Services	2.3	1.8	2.4	1.7	2.1	2.0	1.1	2.5
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.5	3.4	3.2	2.0	4.8	3.0	4.8	4.3
N80	Security & Investigation	3.9	3.0	2.0	1.8	4.1	3.2	2.5	2.0
N81	Cleaning & Landscaping	4.7	4.2	2.1	1.7	3.7	2.5	5.0	4.6
	Other Administrative & Support Services	4.5	2.5	3.5	2.0	6.8	2.6	4.1	3.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.1	1.2	0.9	2.2	1.7	2.1	1.7
O84,P85	Public Administration & Education	1.1	0.7	1.0	0.7	1.5	1.1	1.4	0.7
Q86-88	Health & Social Services	1.7	1.2	1.4	1.1	2.2	1.5	1.9	1.4
R90-93	Arts, Entertainment & Recreation	1.9	1.5	1.7	1.4	2.0	1.7	1.7	1.4
S,T,U	Other Community, Social & Personal Services	2.6	2.3	1.9	1.6	3.1	2.9	2.9	2.6
A,B,D,E,V OTHERS*		1.8	1.4	0.9	0.7	2.8	1.9	3.4	2.7

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)		2016	2017	2018	2017	2018			
					Dec	Mar	Jun	Sep	Dec
TOTAL		45.5	45.1	44.8	45.0	44.8	44.9	44.9	44.7
C10-32	MANUFACTURING	48.9	48.5	48.3	48.4	48.2	48.4	48.5	48.0
C10-12	Food, Beverages & Tobacco	46.6	46.4	45.6	46.0	45.9	45.9	45.7	45.1
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.5	48.6	48.3	48.3	48.7	48.5	48.2	47.7
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.9	44.4	44.1	44.4	44.2	44.4	44.0	44.0
C25,28	Fabricated Metal Products, Machinery & Equipment	50.4	50.1	49.8	50.1	50.0	50.2	50.0	49.0
C26	Electronic, Computer & Optical Products	47.0	46.9	47.1	47.2	46.3	46.8	47.4	47.9
C29-30	Transport Equipment	51.3	50.6	50.7	50.6	50.8	50.5	51.3	50.1
	Other Manufacturing Industries	48.6	48.5	48.0	48.3	47.9	48.5	48.3	47.3
F41-43	CONSTRUCTION	52.0	50.8	50.4	50.5	50.5	50.6	50.6	49.8
G-U	SERVICES	43.2	43.1	42.9	42.9	42.9	42.9	42.9	42.9
G46-47	WHOLESALE AND RETAIL TRADE	42.7	42.8	42.9	43.0	42.8	43.1	43.0	42.7
G46	Wholesale Trade	43.0	43.2	43.3	43.6	43.3	43.5	43.3	43.0
G47	Retail Trade	42.1	42.1	42.0	41.7	41.5	42.3	42.2	42.1
H49-53	TRANSPORTATION AND STORAGE	45.9	45.5	45.6	45.5	45.5	45.6	45.5	45.7
H49,5221	Land Transport & Supporting Services	45.9	45.3	45.2	45.0	44.9	44.9	45.2	45.9
H50,5222,5225	Water Transport & Supporting Services	44.7	44.3	44.5	44.2	44.6	44.6	44.4	44.5
H51,5223	Air Transport & Supporting Services	45.7	45.1	45.0	44.8	45.1	45.0	45.0	44.9
	Other Transportation & Storage Services	46.8	46.9	46.9	47.3	46.9	47.2	46.7	46.8
I55-56	ACCOMMODATION AND FOOD SERVICES	42.0	42.2	41.5	42.1	41.6	41.5	41.3	41.5
I55	Accommodation	46.2	46.1	45.7	46.1	45.8	45.5	45.4	46.0
I56	Food & Beverage Services	41.1	41.3	40.6	41.2	40.8	40.6	40.5	40.6
J58-63	INFORMATION AND COMMUNICATIONS	41.4	41.5	41.7	41.8	41.6	41.7	41.7	41.8
J58-61	Telecommunications, Broadcasting & Publishing	41.7	41.6	41.6	41.8	41.6	41.6	41.5	41.9
J62-63	IT & Other Information Services	41.2	41.5	41.7	41.8	41.6	41.7	41.8	41.8
K64-66	FINANCIAL AND INSURANCE SERVICES	41.1	41.1	41.1	41.1	41.1	41.1	41.1	41.2
K64 & 66 (excl.662)	Financial Services	41.2	41.3	41.3	41.2	41.3	41.2	41.3	41.4
K65 & 662	Insurance Services	40.1	40.1	40.1	40.1	40.0	40.0	40.1	40.2
L68	REAL ESTATE SERVICES	45.0	44.6	44.0	44.3	43.9	44.1	43.9	44.2
M69-75	PROFESSIONAL SERVICES	43.3	43.1	43.0	42.9	42.9	42.9	43.0	43.1
M69-70	Legal, Accounting & Management Services	41.3	41.2	41.1	41.1	41.1	40.9	41.2	41.2
M71	Architectural & Engineering Services	46.5	46.1	46.1	45.9	46.0	46.2	45.9	46.2
	Other Professional Services	42.0	42.4	41.8	42.0	41.5	41.5	42.1	42.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	46.6	46.7	46.0	46.0	46.2	45.9	45.8	46.0
N80	Security & Investigation	51.2	52.3	51.4	52.4	51.9	51.9	51.0	50.9
N81	Cleaning & Landscaping	44.0	44.4	44.7	44.1	44.7	44.5	44.7	44.8
	Other Administrative & Support Services	44.9	44.5	44.1	44.3	44.3	43.9	43.9	44.4
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	41.9	41.8	41.8	41.8	41.8	41.8	41.9
O84,P85	Public Administration & Education	41.6	41.4	41.2	41.2	41.2	41.1	41.2	41.2
Q86-88	Health & Social Services	42.0	41.9	42.0	41.9	42.0	42.0	42.0	41.9
R90-93	Arts, Entertainment & Recreation	44.0	43.7	43.8	43.4	43.9	44.0	43.7	43.7
S,T,U	Other Community, Social & Personal Services	42.9	42.8	42.3	42.1	41.9	42.0	41.9	43.4
A,B,D,E,V	OTHERS*	45.7	45.4	45.4	45.4	45.6	45.5	45.5	45.1

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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)		2016	2017	2018	2017	2018			
					Dec	Mar	Jun	Sep	Dec
TOTAL		3.3	3.0	2.8	2.9	2.8	2.9	2.9	2.7
C10-32	MANUFACTURING	5.9	5.6	5.5	5.7	5.5	5.6	5.8	5.2
C10-12	Food, Beverages & Tobacco	4.0	3.9	3.6	3.9	3.4	3.7	3.8	3.5
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.2	5.3	5.2	5.1	5.6	5.5	5.1	4.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.5	2.4	2.6	2.4	2.8	2.4	2.2
C25,28	Fabricated Metal Products, Machinery & Equipment	6.9	6.8	6.5	6.8	6.8	7.0	6.6	5.7
C26	Electronic, Computer & Optical Products	4.6	4.5	4.9	5.1	4.2	4.6	5.1	5.5
C29-30	Transport Equipment	7.7	7.1	7.3	7.2	7.4	7.1	8.0	6.7
	Other Manufacturing Industries	6.0	6.0	5.5	5.7	5.4	5.9	5.7	4.9
F41-43	CONSTRUCTION	7.7	6.6	6.4	6.5	6.4	6.6	6.7	6.1
G-U	SERVICES	1.6	1.5	1.5	1.5	1.5	1.5	1.5	1.4
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.5	1.6	1.7	1.5	1.7	1.7	1.3
G46	Wholesale Trade	1.4	1.5	1.4	1.7	1.5	1.6	1.6	1.0
G47	Retail Trade	1.7	1.7	1.8	1.7	1.7	1.9	1.8	2.0
H49-53	TRANSPORTATION AND STORAGE	2.9	2.6	2.6	2.6	2.6	2.7	2.6	2.7
H49,5221	Land Transport & Supporting Services	3.2	2.8	2.8	2.7	2.7	2.6	2.8	3.3
H50,5222,5225	Water Transport & Supporting Services	2.0	1.6	1.9	1.6	1.9	1.9	1.9	1.9
H51,5223	Air Transport & Supporting Services	2.6	2.0	1.8	1.7	1.9	1.9	1.8	1.7
	Other Transportation & Storage Services	3.7	3.7	3.5	3.9	3.4	3.9	3.4	3.5
I55-56	ACCOMMODATION AND FOOD SERVICES	1.8	2.0	1.9	2.0	1.9	1.9	1.9	1.9
I55	Accommodation	2.4	2.4	2.3	2.5	2.3	2.1	2.4	2.5
I56	Food & Beverage Services	1.7	1.9	1.8	1.9	1.8	1.8	1.8	1.8
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.3	0.4	0.5	0.4	0.4	0.4	0.4
J58-61	Telecommunications, Broadcasting & Publishing	0.5	0.4	0.4	0.5	0.4	0.4	0.4	0.3
J62-63	IT & Other Information Services	0.2	0.3	0.4	0.4	0.4	0.4	0.4	0.4
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.1	0.2	0.2	0.2	0.1	0.1
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.2	0.2	0.2	0.1	0.1
K65 & 662	Insurance Services	0.2	0.2	0.1	0.2	0.2	0.2	0.1	0.1
L68	REAL ESTATE SERVICES	2.4	2.0	1.6	1.7	1.5	1.6	1.5	1.6
M69-75	PROFESSIONAL SERVICES	1.6	1.5	1.4	1.3	1.4	1.6	1.4	1.4
M69-70	Legal, Accounting & Management Services	0.5	0.4	0.3	0.2	0.3	0.3	0.3	0.3
M71	Architectural & Engineering Services	3.6	3.3	3.3	3.1	3.1	3.6	3.2	3.3
	Other Professional Services	0.6	0.8	0.7	0.7	0.7	0.7	0.7	0.7
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.6	4.7	4.1	4.3	4.2	4.1	3.9	4.0
N80	Security & Investigation	9.3	9.8	9.9	10.3	10.2	10.2	9.5	9.7
N81	Cleaning & Landscaping	2.0	2.5	2.7	2.4	2.8	2.8	2.7	2.7
	Other Administrative & Support Services	2.9	2.6	2.0	2.5	2.1	2.0	2.0	1.8
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	0.4	0.4	0.4	0.4	0.5
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	0.4	0.4	0.4	0.4	0.4	0.5	0.4	0.4
R90-93	Arts, Entertainment & Recreation	1.4	1.2	1.3	1.3	1.3	1.4	1.2	1.4
S,T,U	Other Community, Social & Personal Services	1.0	1.1	1.2	1.1	1.1	1.2	1.1	1.5
A,B,D,E,V	OTHERS*	3.1	2.9	2.8	2.8	3.0	2.9	3.0	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) Annual figures are the simple averages of the figures obtained at quarterly intervals.

Explanatory Notes

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

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

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

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

Employment

Source

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

Coverage

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

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

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

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

Concepts and Definitions

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

Uses and Limitations

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

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

Retrenchments

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

Retrenchment refers to

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

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

Uses and Limitations

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

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

Re-entry into Employment

Source

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

Coverage

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

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

Concepts and Definitions

Re-entry rate is defined as the proportion of retrenched residents who re-entered employment. The re-entry rate (6 months post-retrenchment) refers to the re-entry rate in a quarter for the residents retrenched six months ago. For example, the re-entry rate for the first quarter 2018 shows the proportion of residents retrenched in the third quarter of 2017 who had re-entered employment six months after they were retrenched. The annual rates refer to retrenched residents who re-enter employment by the year, given 6 months post-retrenchment. For example, the 2018 re-entry rate pertains to residents retrenched from 3Q 2017 to 2Q 2018, who re-entered employment by 2018 (given 6 months post-retrenchment).

Uses and Limitations

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Dec 18	60,200	2,200	3.6%	55,900	64,400
Resident Unemployment Rate	Dec 18	2.6%	0.09%-pt	3.6%	2.4%	2.8%
JOB VACANCY						
Job Vacancy Number	Dec 18	57,800	1,000	1.8%	55,800	59,900
Job Vacancy Rate	Dec 18	2.7%	0.05%-pt	1.8%	2.6%	2.8%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	4Q 18	2.1%	0.02%-pt	1.2%	2.1%	2.2%
Average Monthly Resignation Rate	4Q 18	1.6%	0.02%-pt	1.4%	1.6%	1.7%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Dec 18	2.7	0.03	1.1%	2.6	2.7

Note: Data are non-seasonally adjusted.

FEEDBACK FORM

TITLE OF REPORT: LABOUR MARKET REPORT 2018

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

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b) Providing useful insights on prevailing labour market trends/development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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

Too detailed Just right Too brief

4. Overall, how would you rate this publication?

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

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

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

Thank you for your valuable feedback

Name : _____ Designation : _____

Name and address of organisation : _____

Please return the above to :

Director
Manpower Research and Statistics Department
Ministry of Manpower
18 Havelock Road #05-01
Singapore 059764
Republic of Singapore
Fax : 6317 1804
Email : mom_rsd@mom.gov.sg

OTHER RELEASES



UPCOMING ...

Job Vacancies 2018	19/03/2019
Labour Market Advance Release First Quarter 2019	26/04/2019
Report on Wage Practices 2018	30/05/2019

PAST ...

Labour Market 2018	14/03/2019
A More Flexible Singapore!	28/02/2019
Labour Force in Singapore 2018	31/01/2019
Conditions of Employment 2018	16/01/2019
Growing Alongside Our Ageing Workforce	31/12/2018
Labour Market Third Quarter 2018	13/12/2018
Statistics on Hours Worked	13/12/2018
What the Gender Pay Gap is Not Telling You	13/12/2018
Labour Force in Singapore Advance Release 2018	29/11/2018
Retrenchment Benefits 2017	19/09/2018
Labour Market Second Quarter 2018	13/09/2018
About Singapore's Unemployment Rate	13/09/2018

More releases are available online @ <https://stats.mom.gov.sg>
You may also subscribe to our email alert for the latest releases

