

# Labour Market Report

## Second Quarter

### 2019



MINISTRY OF  
MANPOWER

Manpower Research  
and Statistics Department

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LABOUR MARKET REPORT SECOND QUARTER 2019

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Explanatory Notes

**Notations**

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

**Abbreviations**

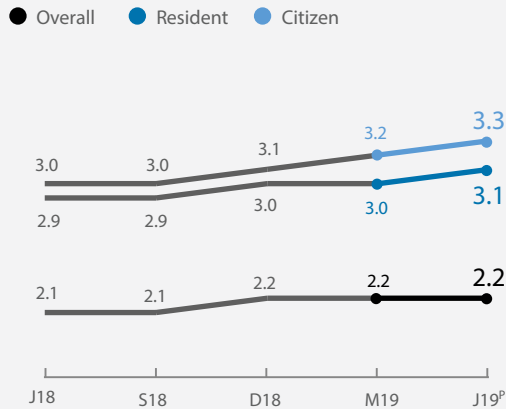
excl	: Excluding
FDW	: Foreign domestic workers
MOM	: Ministry of Manpower
MTI	: Ministry of Trade and Industry
PMETs	: Professionals, Managers, Executives & Technicians
Prod & Tpt Op, Cleaners & Labourers	: Production & Transport Operators, Cleaners & Labourers
Prof, Mgrs, Execs & Tech	: Professionals,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

# Labour Market Report Second Quarter 2019

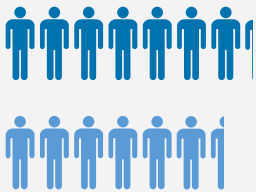
## Unemployment

Resident and citizen unemployment rates continued to inch up

Unemployment rate (%), seasonally-adjusted



Unemployed persons

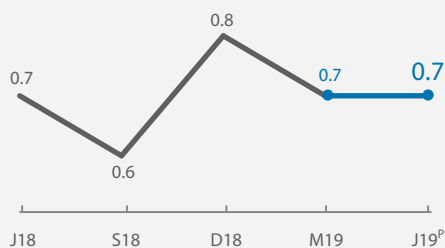


**72,400 Residents**  
Jun 2019<sup>P</sup>

**64,400 Citizens**  
Jun 2019<sup>P</sup>

Resident long-term unemployment rate was unchanged

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

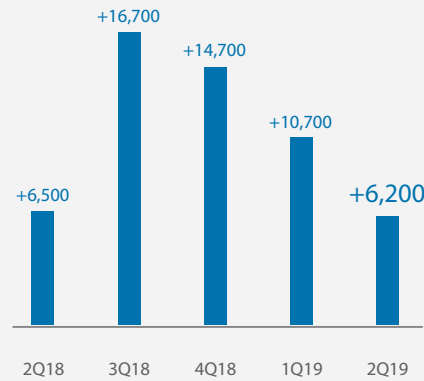


## Employment

Total employment grew at a slower pace

Employment change (excl. FDW)

Employment level (excl. FDW)

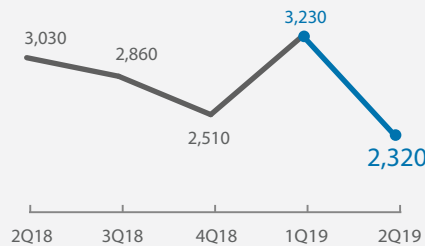


**3,477,900**  
Jun 2019

## Retrenchment

Fewer retrenchments

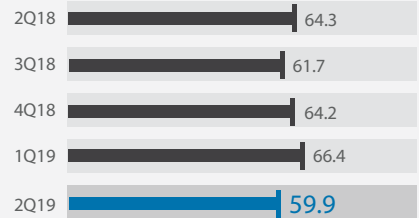
Retrenched employees



## Re-entry into Employment

Rate of re-entry into employment declined

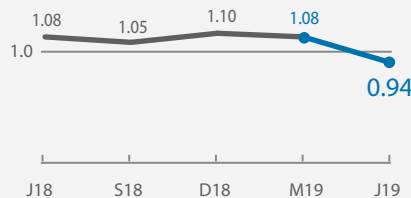
Resident rate of re-entry into employment (6 months post-retrenchment) (%)



## Job Vacancy

Fewer job vacancies than unemployed persons

Ratio of job vacancies to unemployed persons, seasonally-adjusted



## Labour Turnover

Overall labour turnover stable

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



p: preliminary

## HIGHLIGHTS

- Final data confirmed that employers are retaining their existing workers despite economic headwinds. Retrenchments were lower than the previous quarter, and total employment continued to increase.
- At the same time, hiring sentiments have turned cautious. The number of job vacancies declined for the second consecutive quarter. The re-entry rates among retrenched residents declined. As the resident unemployment rate inched up, there were fewer job vacancies than unemployed persons for the first time since December 2017.
- The seasonally-adjusted unemployment rate rose for residents (from 3.0% in March 2019 to 3.1% in June 2019) and citizens (from 3.2% to 3.3%), as more persons entered the labour force. The unemployment rate was unchanged at the overall (2.2%). Most were able to find work within six months, as the seasonally-adjusted resident long-term unemployment rate was unchanged at 0.7% in June 2019.
- Total employment (excluding foreign domestic workers (FDW)) increased by 6,200 in the second quarter of 2019, similar to the growth a year ago (6,500). The bulk of employment growth was in services (5,400, excluding FDW), although the growth in the sector was at its lowest since the third quarter of 2016.
- There were fewer retrenchments across major industries in the second quarter of 2019 (2,320) compared to the previous quarter (3,230) and a year ago (3,030). Instead, more employees were placed on short work-week or temporary layoff.
- The six-month re-entry rate among retrenched residents declined to 60% in the second quarter of 2019, after trending up in the preceding two quarters.
- The number of job vacancies (seasonally-adjusted) declined for the second consecutive quarter, from 57,100 in March 2019 to 47,700 in June 2019. As a result, the seasonally-adjusted ratio of job vacancies to unemployed persons dipped to 0.94 for the first time since December 2017.

## Overview

Final data confirmed that employers are retaining their existing workers despite economic headwinds. Retrenchments were lower than the previous quarter, and total employment continued to increase.

At the same time, hiring sentiments have turned cautious. The number of job vacancies declined for the second consecutive quarter. The re-entry rates among retrenched residents declined. As the resident unemployment rate inched up, there were fewer job vacancies than unemployed persons for the first time since December 2017.

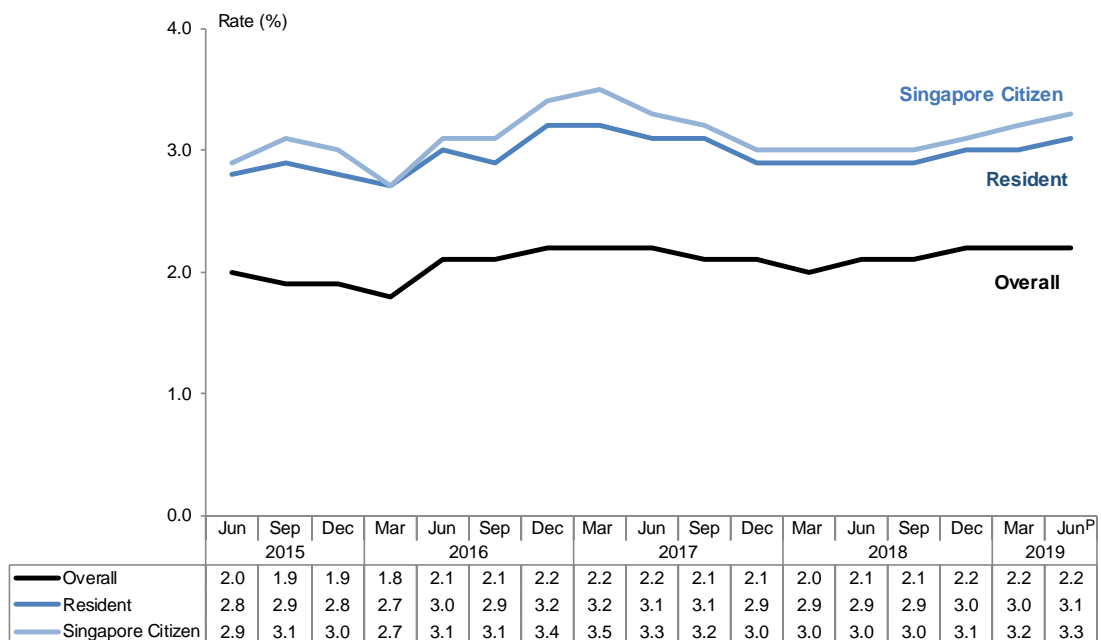
## Unemployment

**Resident and citizen unemployment rates continued to inch up**

Quarter-on-quarter, the seasonally-adjusted unemployment rate rose for residents (from 3.0% in March 2019 to 3.1% in June 2019) and citizens (from 3.2% to 3.3%), as more persons entered the labour force. The unemployment rate was unchanged at the overall (2.2%). The rates were higher than a year ago, after trending up in the previous quarters.

72,400 residents, including 64,400 citizens, were unemployed in June 2019, higher than the levels in March 2019 (69,700 and 62,200 respectively).<sup>1</sup>

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



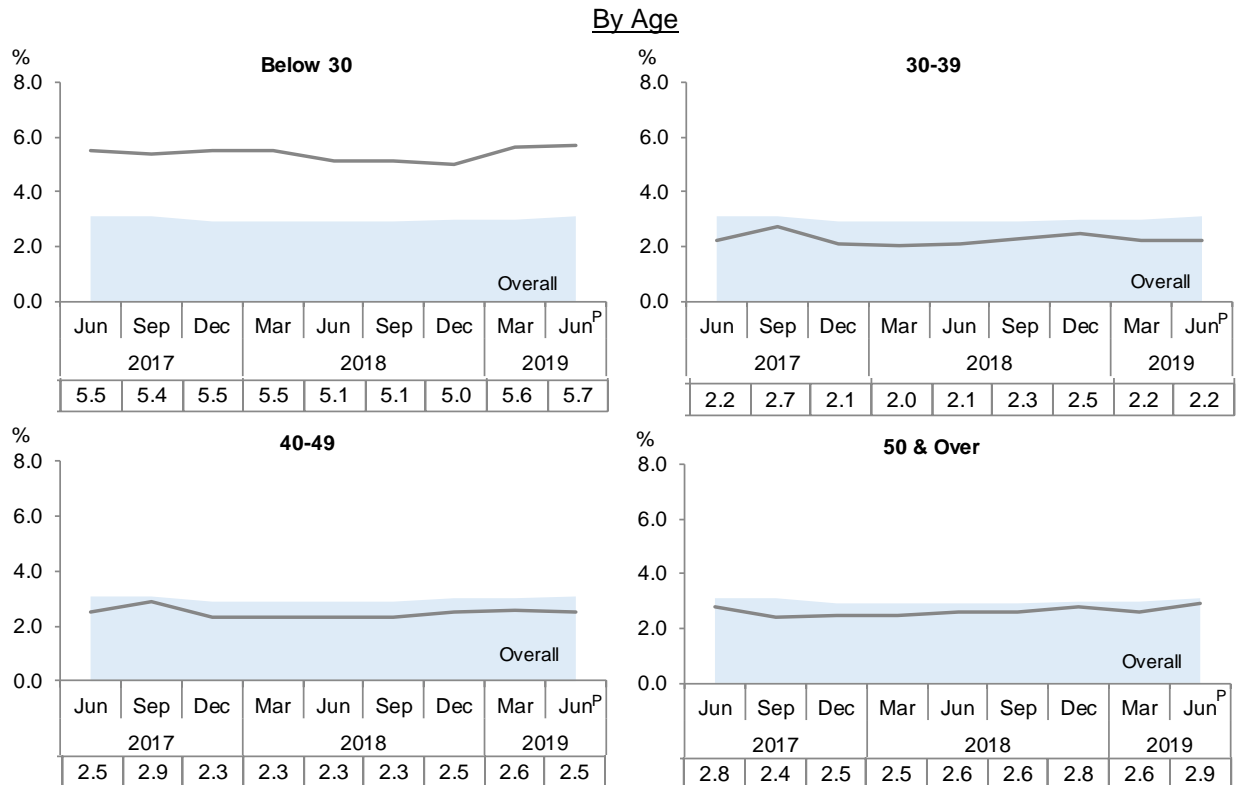
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

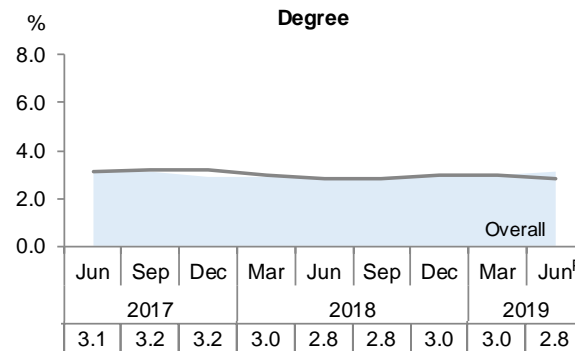
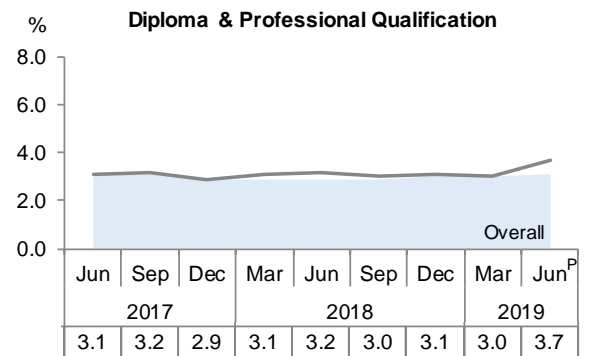
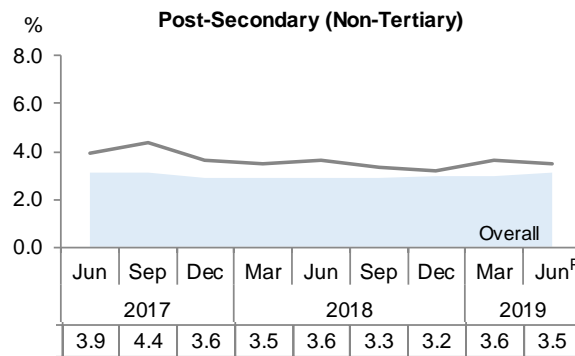
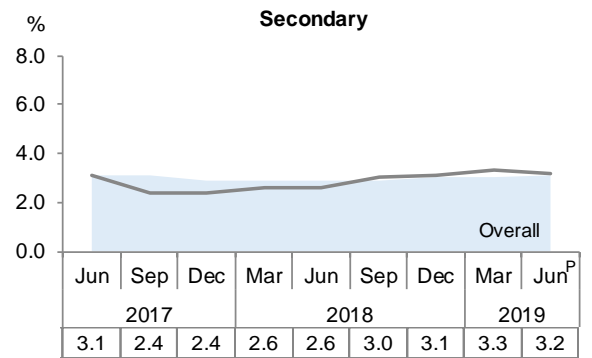
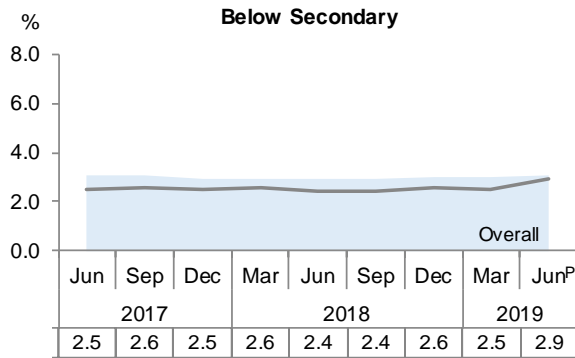


The increase in unemployment rate was observed for residents aged below 30 and aged 50 & over. Residents with below secondary and diploma & professional qualifications also saw an increase in their unemployment rates. The unemployment rate declined or held steady for the remaining age and education groups.

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



**By Education**

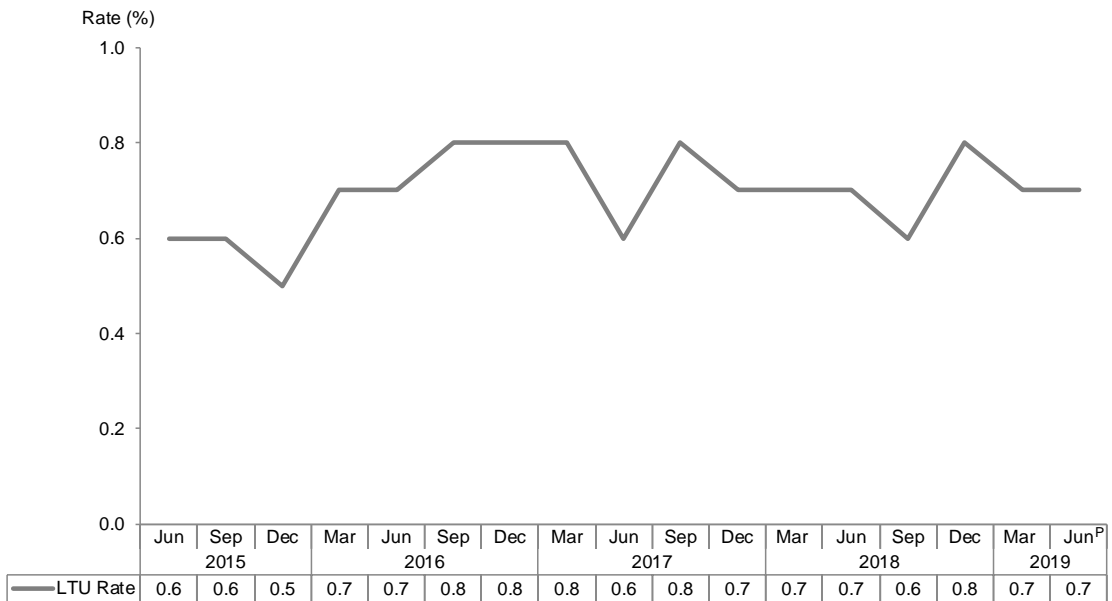


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

**Resident long-term unemployment rate was unchanged**

The seasonally-adjusted resident long-term unemployment rate<sup>2</sup> was unchanged at 0.7% in June 2019. Trends by age and education were mixed. The long-term unemployment rate rose among residents aged 30-39, and residents with secondary, post-secondary (non-tertiary) and diploma & professional qualifications. It was lower or unchanged for the other age and education groups.

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



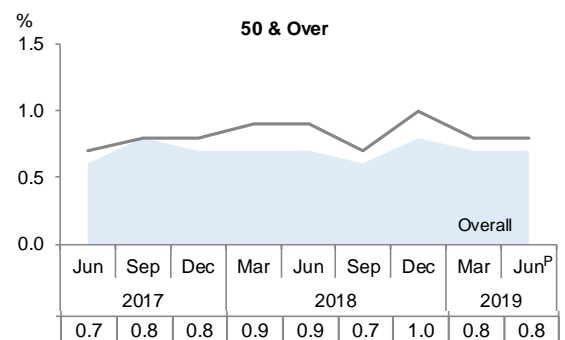
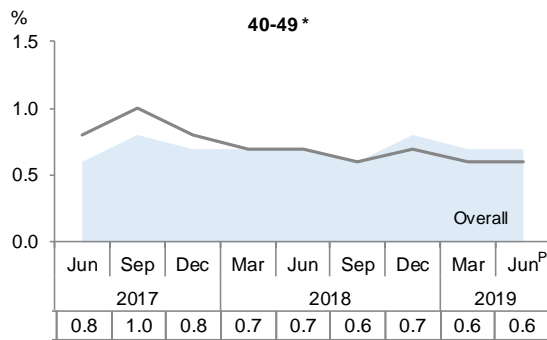
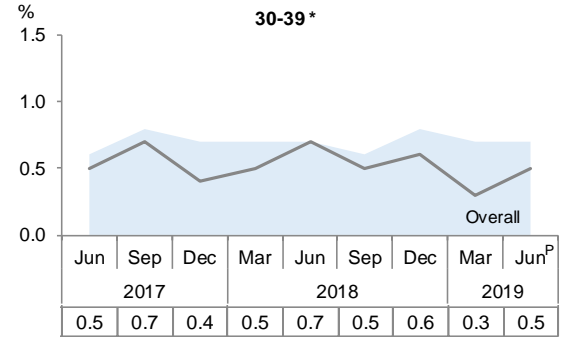
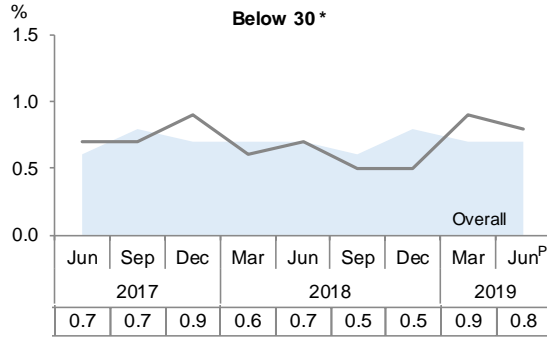
Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

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

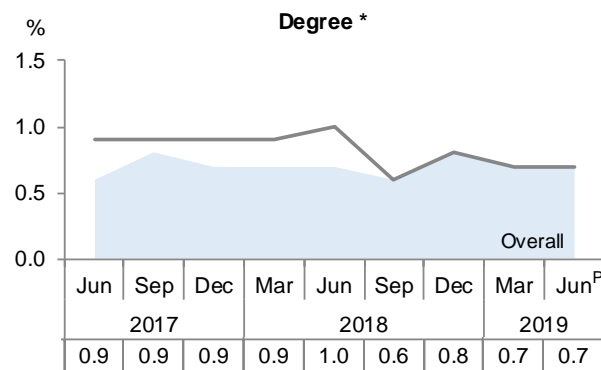
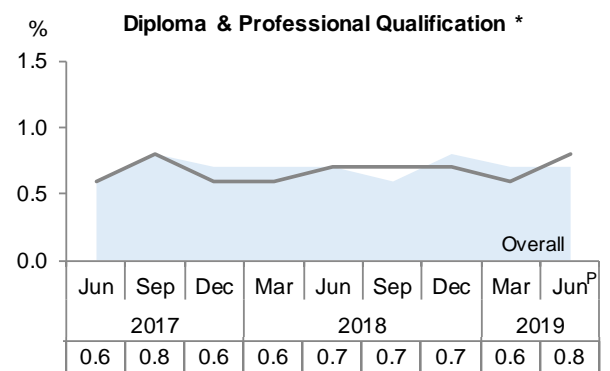
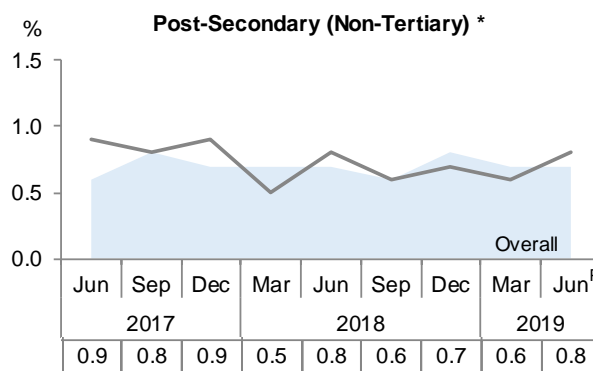
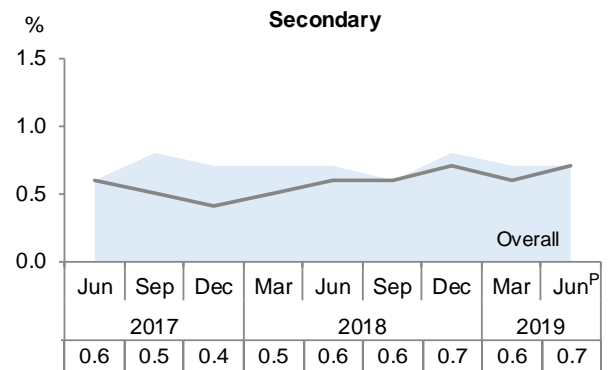
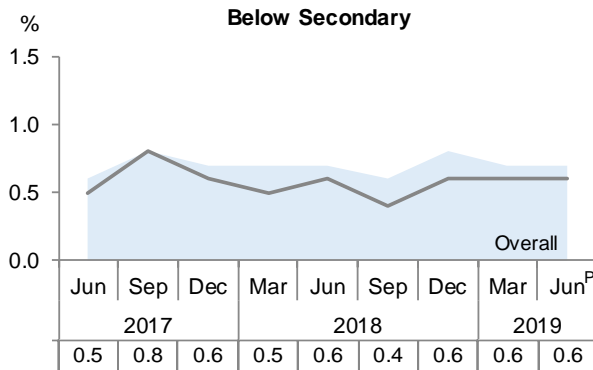
<sup>2</sup> The long-term unemployment rate is the percentage of long-term unemployed persons (i.e. those unemployed for at least 25 weeks) to the labour force.

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

By Age



**By Education**



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

Notes:

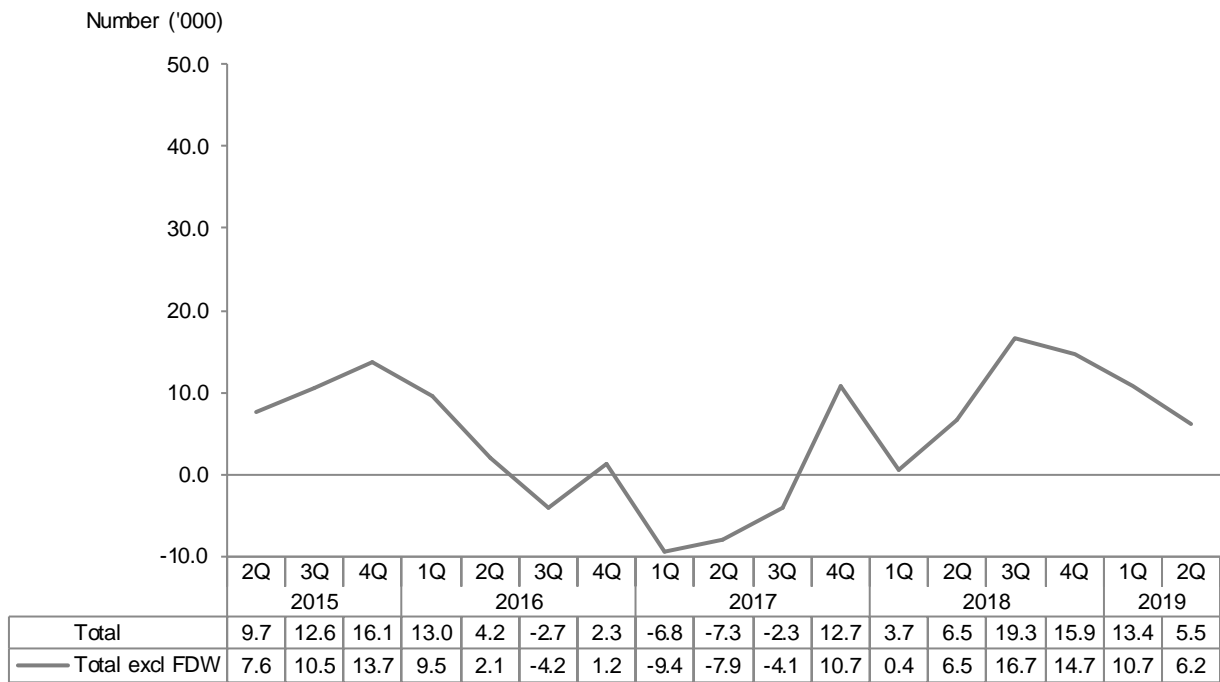
- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) \* These series are not seasonally-adjusted because they have weak or no seasonality.

## Employment

**Total employment grew at a slower pace**

Total employment (excluding foreign domestic workers (FDW)) increased by 6,200 in the second quarter of 2019, similar to the growth a year ago (6,500). However, the pace of growth has slowed over the past three quarters.

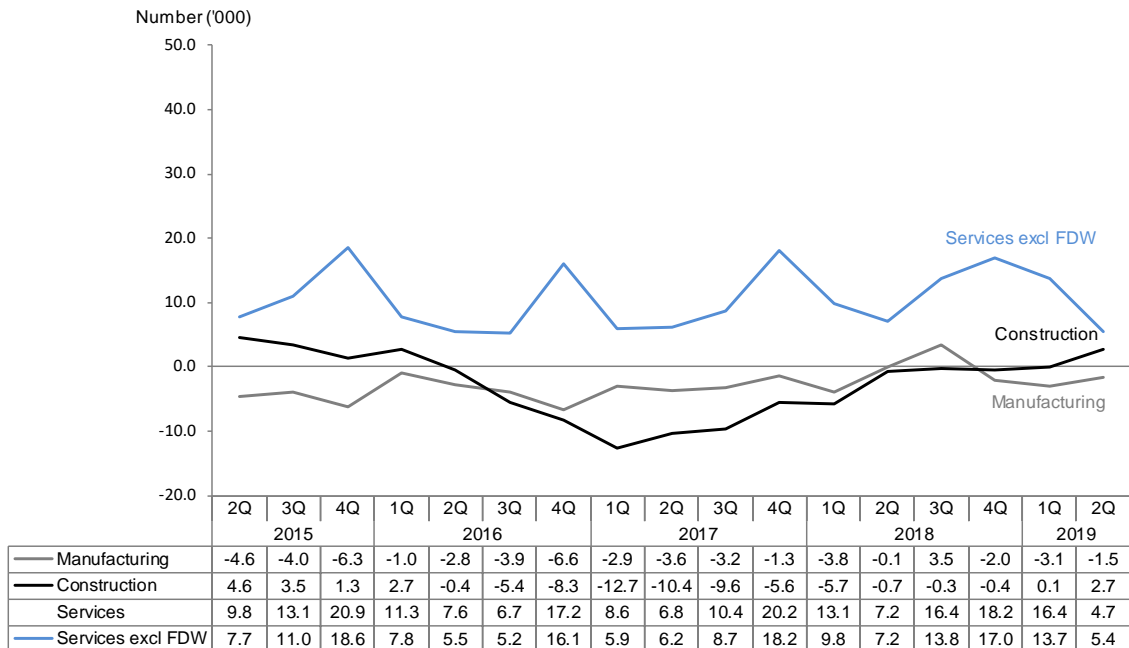
**Chart 5** Employment Change



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

**Notes:**

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.

**Chart 6** Employment Change By Sector

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

**Notes:**

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

The bulk of employment growth was in services (5,400, excluding FDW), although the growth in the sector was at its lowest since the third quarter of 2016. Employment rose in professional services (2,100), information & communications (2,000), community, social & personal services (1,900, mostly in health & social services) and financial & insurance services (1,600). However, these increases were partly offset by the decline in retail trade (-2,900), where hiring intentions remain weak.<sup>3</sup>

The construction sector continued to expand employment (2,700), reflecting the upturn in demand arising from public sector construction activities.<sup>4</sup> Manufacturing posted a third straight quarter of employment contraction (-1,500), as output in the sector fell.<sup>5</sup> Looking ahead, hiring in manufacturing is likely to remain subdued as firms expect production to decrease.<sup>6</sup>

<sup>3</sup> A net weighted balance of 4% of firms in retail trade expected to reduce hiring in the third quarter of 2019. Source: Business Expectations (Services Sector), Department of Statistics, MTI.

<sup>4</sup> In the second quarter of 2019, construction sector expanded by 2.9% year-on-year. Source: Economic Survey of Singapore, MTI.

<sup>5</sup> Output in manufacturing shrank 3.1% over the year in the second quarter of 2019, sharper than the decline of 0.3% in the preceding quarter. Source: Economic Survey of Singapore, MTI

<sup>6</sup> A net weighted balance of 1% of firms in manufacturing expected to reduce hiring in the third quarter of 2019, while a net weighted balance of 14% of firms in the sector expected lower output, compared to the second quarter of 2019. Source: Business Expectations of the Manufacturing Sector, EDB Singapore.

Table 1 Total Employment Change By Industry

In Thousands

	Quarterly Change						Half-Yearly Change			Employment Level
	2018				2019		2018		2019	
	1Q	2Q	3Q	4Q	1Q	2Q	1H	2H	1H	Jun 19
Total	3.7	6.5	19.3	15.9	13.4	5.5	10.1	35.2	18.9	3,733.7
Total (excl FDW)	0.4	6.5	16.7	14.7	10.7	6.2	6.9	31.4	16.9	3,477.9
Manufacturing	-3.8	-0.1	3.5	-2.0	-3.1	-1.5	-3.9	1.5	-4.7	483.5
Construction	-5.7	-0.7	-0.3	-0.4	0.1	2.7	-6.4	-0.7	2.8	447.1
Services	13.1	7.2	16.4	18.2	16.4	4.7	20.3	34.6	21.1	2,776.3
Services (excl FDW)	9.8	7.2	13.8	17.0	13.7	5.4	17.1	30.8	19.0	2,520.5
Wholesale & Retail Trade	-1.8	-1.7	1.1	4.1	-1.9	-3.0	-3.6	5.2	-4.9	486.3
Wholesale Trade	-0.2	0.6	2.1	1.0	-1.1	-0.1	0.5	3.1	-1.2	324.3
Retail Trade	-1.7	-2.4	-1.1	3.2	-0.8	-2.9	-4.0	2.1	-3.7	162.0
Transportation & Storage	2.0	2.6	1.7	1.4	1.1	0.2	4.6	3.1	1.3	261.1
Accommodation & Food Services	-1.1	-1.6	1.0	3.0	0.3	0.4	-2.8	4.1	0.6	260.3
Accommodation	-0.5	-0.7	1.1	-0.7	-0.3	-0.3	-1.2	0.4	-0.6	35.8
Food & Beverage Services	-0.6	-1.0	-0.1	3.7	0.6	0.6	-1.6	3.7	1.2	224.5
Information & Communications	1.2	2.4	3.1	1.6	1.4	2.0	3.7	4.7	3.4	145.8
Financial & Insurance Services	2.2	1.7	2.5	1.1	2.0	1.6	3.9	3.6	3.6	198.1
Financial Services	1.8	1.4	2.2	1.0	1.7	1.2	3.2	3.2	2.9	158.0
Insurance Services	0.4	0.4	0.3	0.1	0.3	0.4	0.7	0.4	0.7	40.1
Real Estate Services	-	-	-	-	0.1	0.2	0.1	-	0.3	82.9
Professional Services	1.2	1.4	3.4	1.0	2.9	2.1	2.6	4.4	5.0	248.8
Administrative & Support Services	2.0	0.4	-1.5	2.8	2.1	0.1	2.4	1.2	2.2	249.8
Community, Social & Personal Services	7.4	2.1	5.1	3.2	8.5	1.2	9.5	8.3	9.7	843.3
Community, Social & Personal Services (excl FDW)	4.1	2.1	2.5	2.0	5.8	1.9	6.2	4.5	7.7	587.4
Others	0.1	-	-0.3	0.1	0.1	-0.4	0.1	-0.2	-0.3	26.7

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

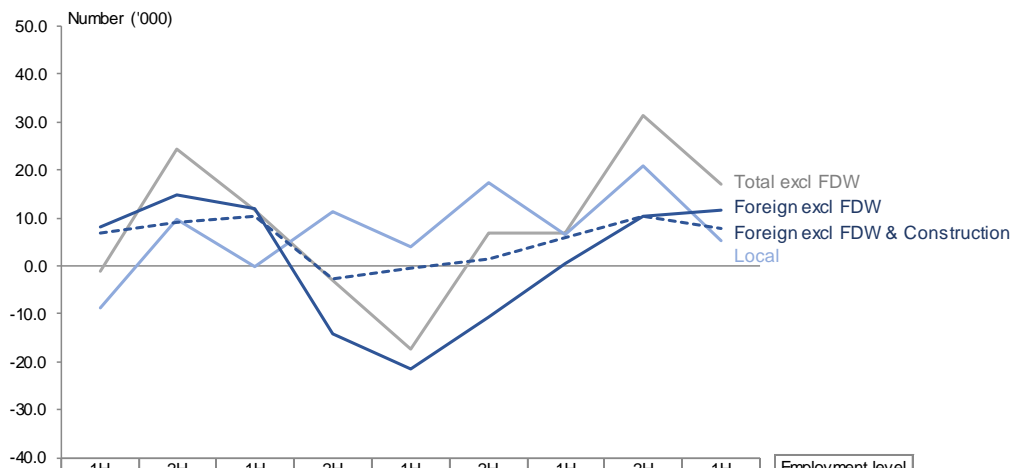
## Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) 'Others' includes Agriculture, Fishing, Quarrying, Utilities and Sewerage & Waste Management.
- (3) Data may not add up to the total due to rounding.
- (4) - : nil or negligible
- (5) 'excl FDW' refers to excluding foreign domestic workers.
- (6) Administrative & Support Services includes Security & Investigation Services, Cleaning & Landscaping, Employment Agencies.
- (7) Community, Social & Personal Services includes Public Administration & Education, Health & Social Services and Arts, Entertainment & Recreation.
- (8) The industries are classified based on SSIC 2015.
- (9) Data for 1Q 2019 are revised at the industry level to reflect updates in industry classification of firms.



In the first half of 2019, total employment (excluding FDW) grew by 16,900, higher than the same period a year ago (6,900). Local employment continued to grow by 5,300, lower than last year (6,500). The increase in local employment was mostly in community, social & personal services, professional services, financial & insurance services and information & communications.

**Chart 7** Half-Yearly Employment Change By Residential Status



	1H	2H	1H	2H	1H	2H	1H	2H	1H	Employment level
	2015		2016		2017		2018		2019	Jun 2019
Total excl FDW	-1.0	24.3	11.6	-3.0	-17.3	6.7	6.9	31.4	16.9	3,477.9
Local	-8.9	9.6	-0.2	11.4	4.0	17.3	6.5	20.9	5.3	2,334.1
Foreign excl FDW	8.0	14.7	11.8	-14.3	-21.4	-10.6	0.4	10.5	11.6	1,143.8
Foreign excl FDW & Construction	6.7	9.2	10.3	-2.8	-0.6	1.5	6.0	10.3	7.9	812.7

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) 'Excl FDW' refers to excluding foreign domestic workers.
- (3) Data may not add up to the total due to rounding.

## Retrenchment

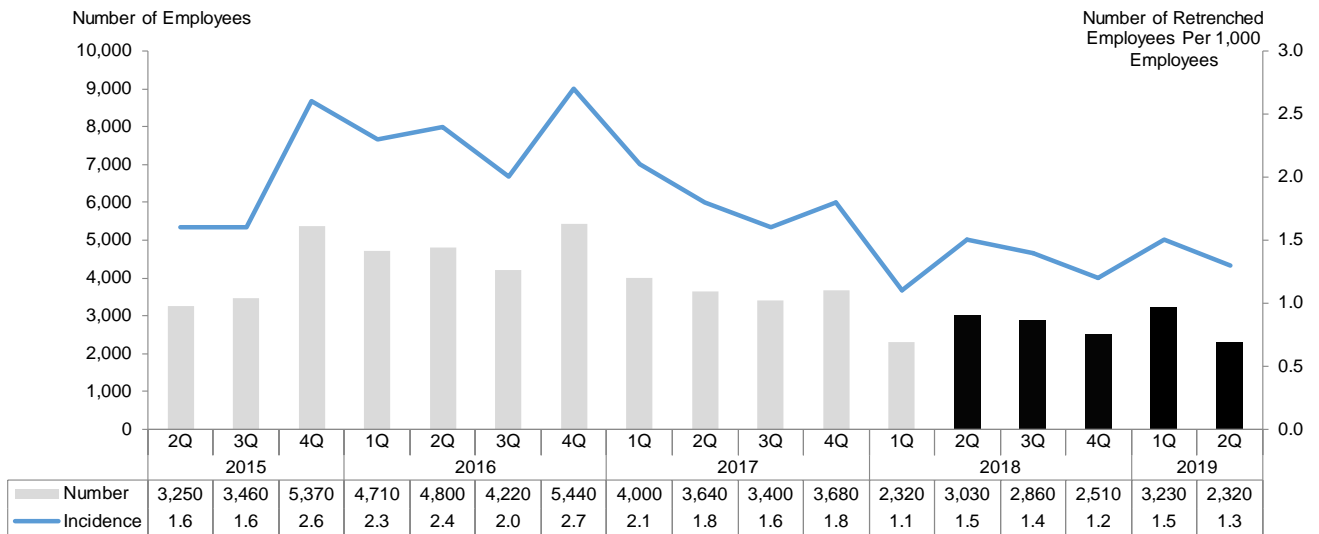
### Fewer retrenchments

There were fewer retrenchments in the second quarter of 2019 (2,320) compared to the previous quarter (3,230) and a year ago (3,030).

The decline in retrenchments was broad-based across most industries, in particular electronics. While there were fewer retrenchments among production & related workers (1,350 to 340) and clerical, sales & service workers (440 to 290), layoffs among professionals, managers, executives & technicians (PMETs) rose from 1,440 to 1,680.

Majority of retrenchments in the second quarter of 2019 were from services (72%), led by wholesale trade (19%), financial services (17%) and professional services (11%). Restructuring and reorganisation remained the key reason cited by establishments for retrenchments.

Chart 8 Retrenchments

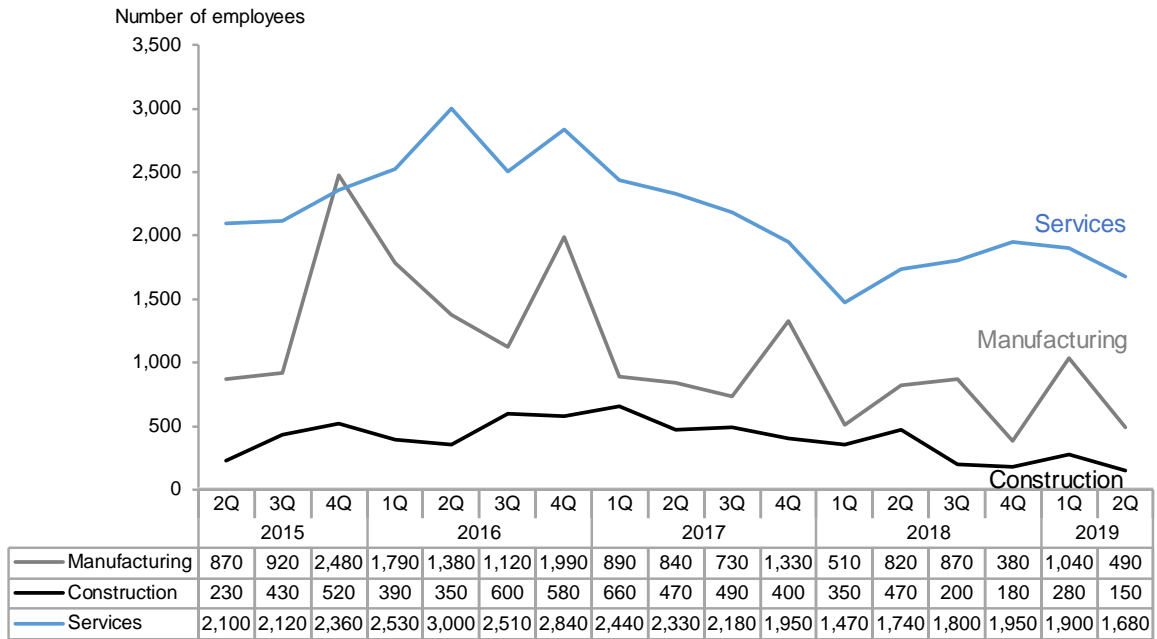


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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 9** Retrenchments By Sector



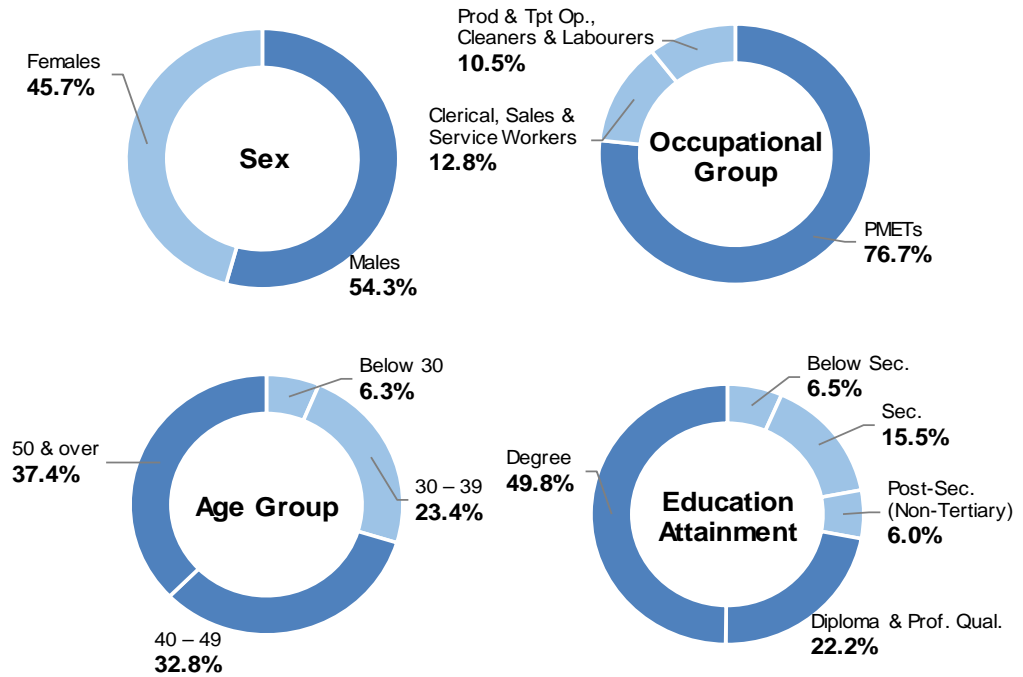
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

PMETs continued to make up the majority (77%) of locals retrenched, as they formed a higher share of the workforce, and were more prone to retrenchments than non-PMETs.<sup>7</sup>

**Chart 10** Profile Of Retrenched Residents, Second Quarter 2019



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.

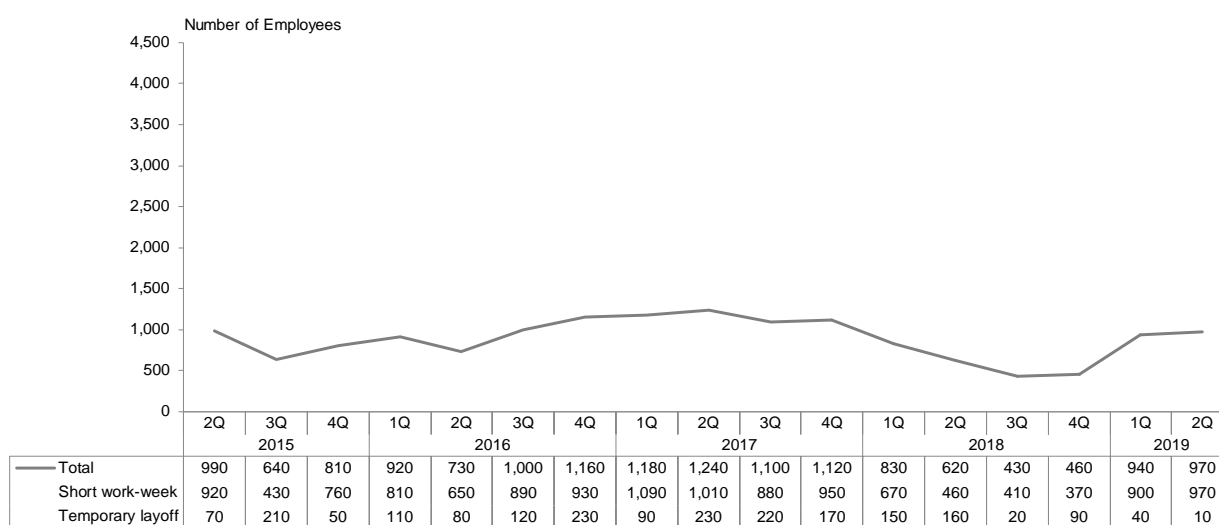
<sup>7</sup> 1.8 PMETs were retrenched per 1,000 resident PMET employees in the second quarter of 2019, higher than non-PMETs (clerical, sales & services workers: 0.8 per 1,000; production & related workers: 1.0 per 1,000).

### Employees on short work-week/temporary layoff rose

The number of employees who were placed on short work-week or temporary layoff edged up for the third consecutive quarter to 970 in the second quarter of 2019.

Employees placed on short work-week or temporary layoff were mainly from services (70%), followed by manufacturing (24%) and construction (6.4%). By occupation, three in five employees (60%) were production & related workers, while the remaining were split among PMETs (21%) and clerical, sales & service workers (19%).

**Chart 11** Number of Employees On Short Work-week Or Temporary Layoff



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

**Notes:**

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

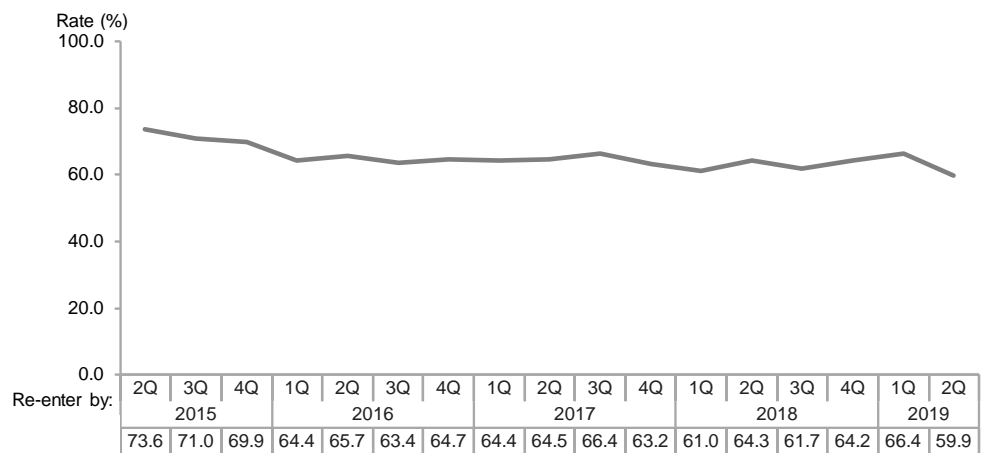
## Re-entry Into Employment

### Rate of re-entry into employment declined

After trending up in previous quarters, the six-month re-entry rate among retrenched residents declined from 66% in the first quarter of 2019 to 60% in the second quarter of 2019, similar to the rate observed in the first quarter of 2018 (61%).

The decrease over the quarter was observed across most age, education and occupational groups, except for production & related workers, whose re-entry rate improved for the third consecutive quarter. Specifically, those with diploma and professional qualifications registered the largest decline in re-entry rate.

**Chart 12** Quarterly Rate Of Re-entry Into Employment Of Retrenched Residents (6 Months Post-Retrenchment)

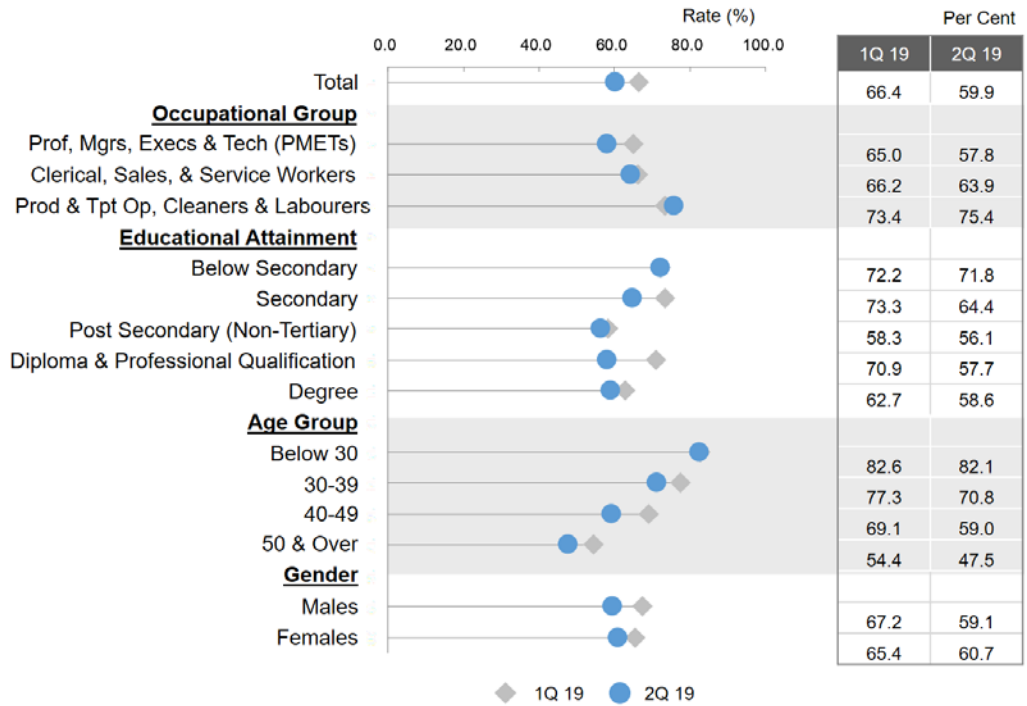


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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 second quarter of 2019 refers to residents retrenched in fourth 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 administrative records do not capture workers who went into self or informal employment or undergo training while looking for a job.

**Chart 13** 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 Administrative Records

Note: Data refer to re-entry rates in the first/second quarter of 2019 for residents retrenched in the third/fourth quarter of 2018 by private sector establishments (each with at least 25 employees) and the public sector and re-entered employment, 6 months post-retrenchment.

## Job Vacancy

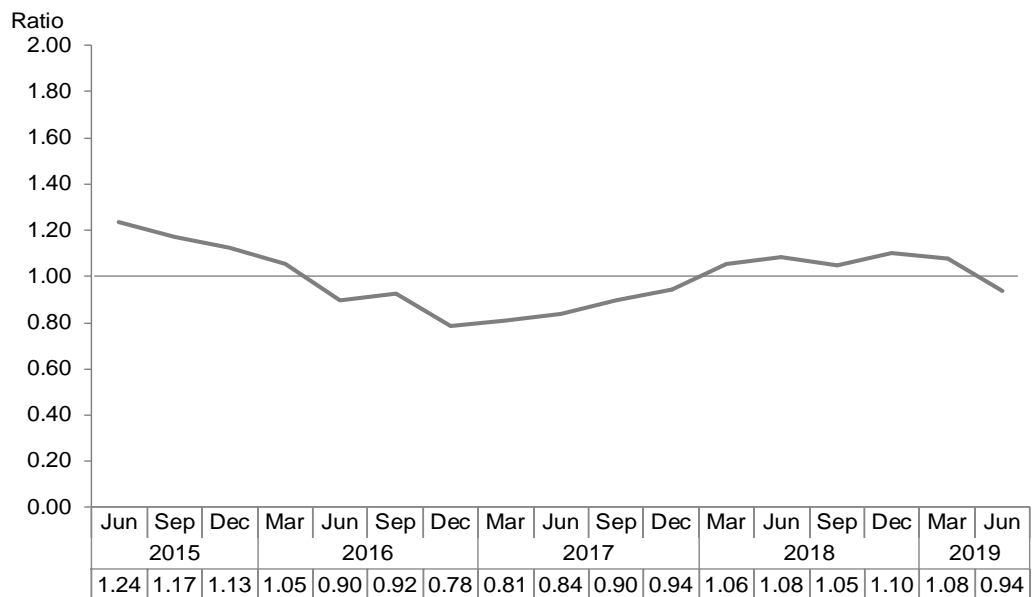
### *Fewer job vacancies than unemployed persons*

The seasonally-adjusted number of job vacancies declined from 57,100 in March 2019 to 47,700 in June 2019, as demand for labour eased. Consequently, the seasonally-adjusted ratio of job vacancies to unemployed persons dipped to just below 1 (0.94), similar to the ratio in December 2017.

In June 2019, the majority of job vacancies were for PMETs (59%). This was followed by job vacancies for clerical, sales & service (23%) and production & related (18%).

Compared to the same period a year ago, there were fewer job vacancies for all occupational groups, led by job vacancies for PMETs (-4,100), followed by production & related (-3,100) and clerical, sales & service (-2,700).

**Chart 14** Ratio Of Job Vacancies To Unemployed Persons (Seasonally-Adjusted)

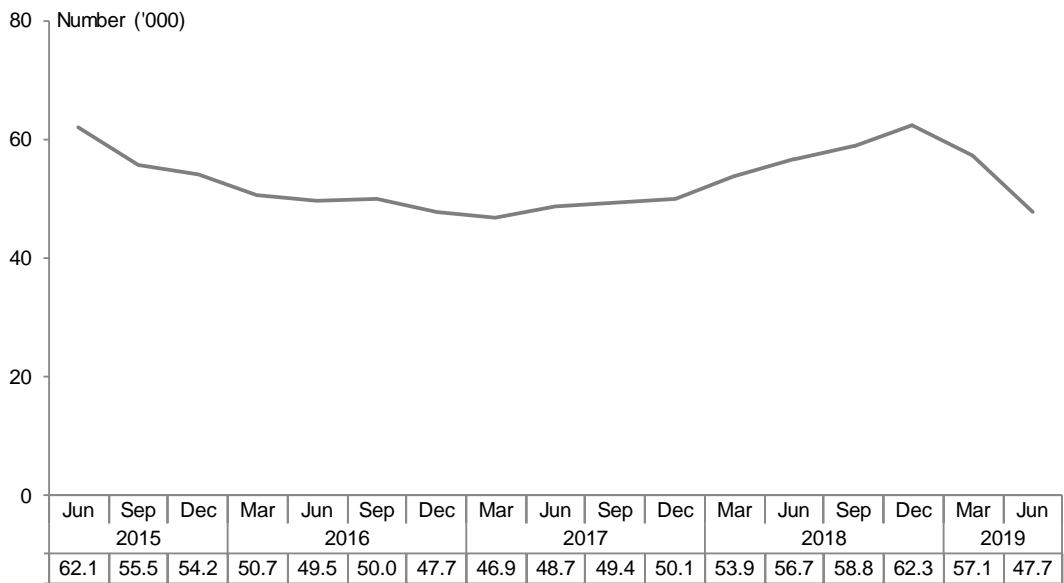


Source: Labour Market Survey and Labour Force Survey, Manpower Research & Statistics Department, MOM

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



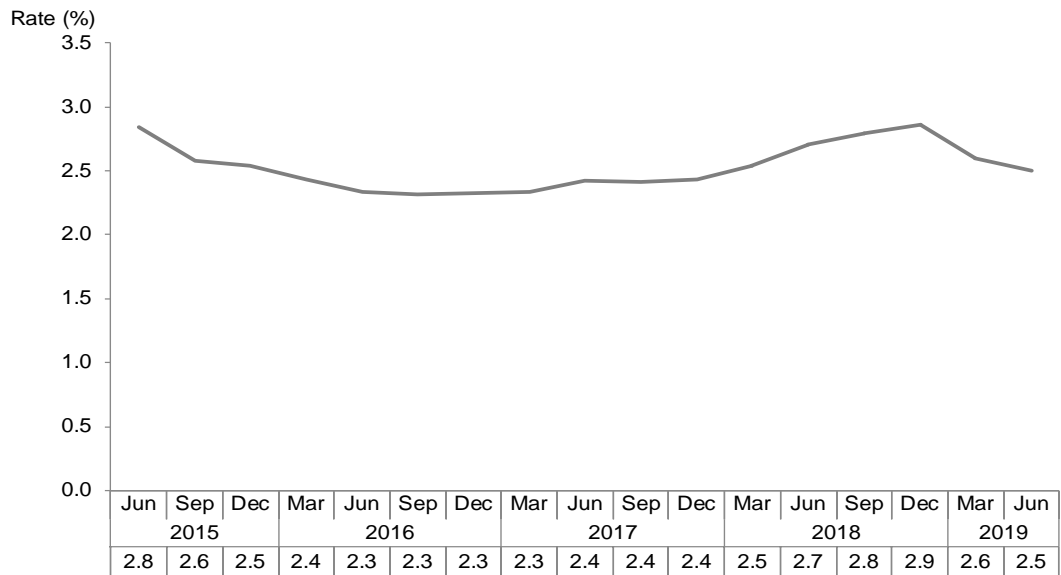
**Chart 15** Job Vacancy (Seasonally-Adjusted)



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 16** 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.

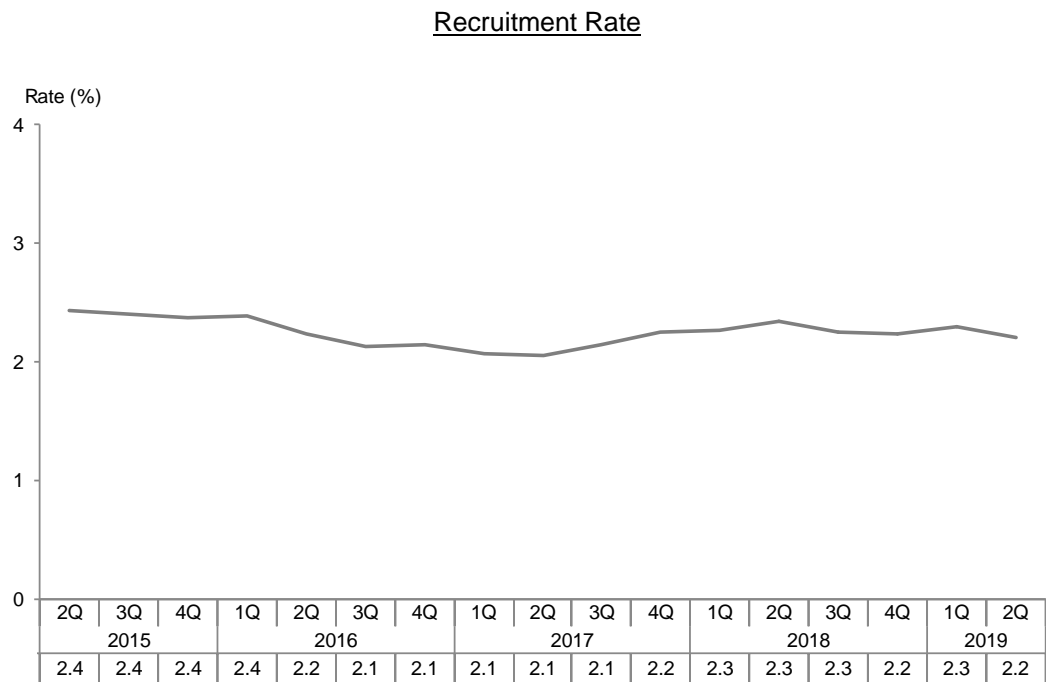
## Labour Turnover

### Overall labour turnover stable

The seasonally-adjusted recruitment (2.2%) and resignation rates (1.8%) were broadly unchanged in the second quarter of 2019.

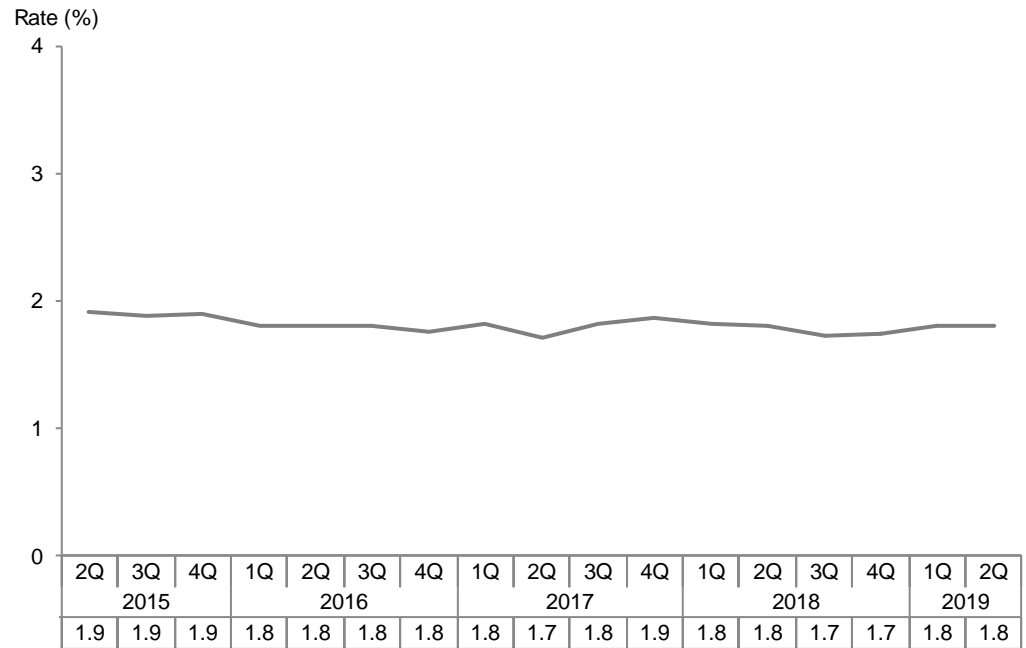
While overall labour turnover was similar to the same quarter last year, trends differed by industry. There were larger increases in resignation and recruitment rates in security & investigation and food & beverage services (in line with the sector's more favourable business outlook<sup>8</sup>). On the other hand, declines were observed in retail trade and transportation & storage.

**Chart 17** Average Monthly Recruitment And Resignation Rates (Seasonally-Adjusted)



<sup>8</sup> A net weighted balance of 19% of firms in food & beverage services expect better business conditions in the second half of 2019. Source: Business Expectations (Services Sector), Department of Statistics, MTI.

Resignation Rate



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

Notes:

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

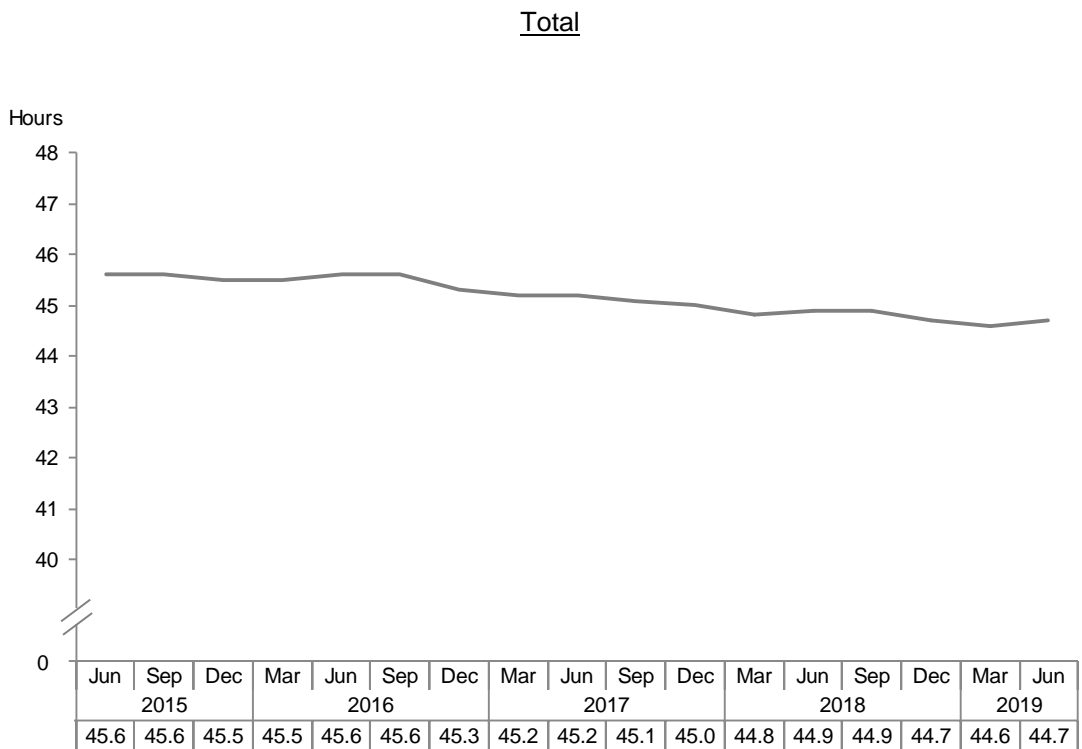
## Hours Worked

***Uptick in paid hours worked per employee***

The average total weekly paid hours worked<sup>9</sup> per employee inched up in June 2019 (44.7 hours) from March 2019 (44.6), owing to more overtime hours (from 2.6 to 2.8). In particular, construction posted a strong quarterly increase after twelve preceding quarters of muted changes in hours worked.

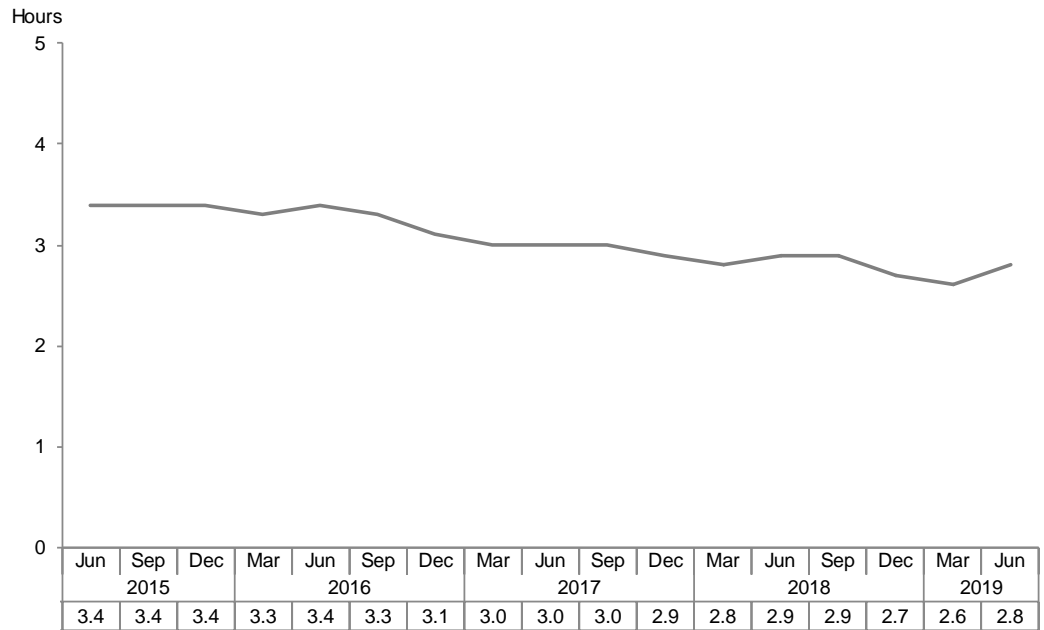
Compared to a year ago, paid hours worked remained lower. Declines were more pronounced in wholesale trade, security & investigation and manufacturing; sectors which observed sustained declines in hours worked. In manufacturing, the fall in hours worked was observed across most sub-sectors, except for transport equipment.

**Chart 18** Average Weekly Paid Hours Worked Per Employee



<sup>9</sup> Average weekly paid hours worked per employee are based on the last month of each quarter.

Overtime



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

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

## **TECHNICAL NOTE**

### **Short Work-Week & Temporary Layoff**

#### **WHAT IS IT?**

*Short work-week* is a temporary work arrangement where an establishment reduces its employees' work, either in terms of the number of hours each day or the number of working days per week. This is usually due to poor business.

Employees are in such a work arrangement involuntarily due to a lack of sufficient work. They should not be confused with employees who request to be on regular compressed work-week or part-time work arrangements.

An employee is *temporarily laid off* when he/she is asked to stop coming to work for a short period due to lack of work.

Both retrenchments and temporary layoff involve a total suspension of work due to the firm's lower labour demand, but with distinct differences.

In the case of retrenchments, workers are permanently terminated and cease to be employees of the firm. This could be a result of several reasons beyond poor business. Beyond recessionary periods, retrenchments are typically due to re-organisation/restructuring, or as a consequence of high cost.

On the other hand, temporary layoff is an interim measure to cut labour cost because of a lack of sufficient work, on the premise that employees are able to resume work when business picks up again.

The number of employees placed on short work-week or temporary layoff is usually read as an indication of economic slowdown. These temporary arrangements are viewed as better alternatives to retrenchments, as they do not completely take away employee benefits, and serve as an indication of the company's commitment to its employees. During this period, workers can also take the opportunity to undergo training to upgrade their skills and improve employability. Ultimately, firms introduce these arrangements with an understanding that the current economic uncertainty will turn around, allowing employees to return fully to work.

#### **HOW ARE DATA COMPILED?**

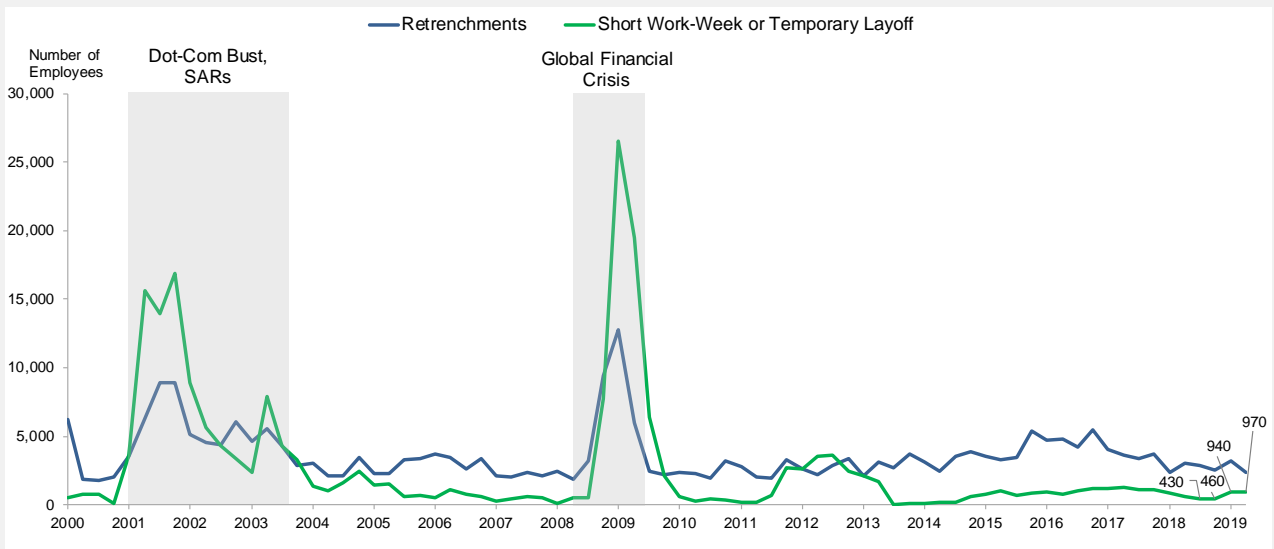
The quarterly Labour Market Survey on establishments captures the number of employees who were placed on short work-week or temporary layoff at any time during the reference period. Employees are counted only once, even if they were placed on such work arrangements multiple times during the quarter, so as to avoid double counting. The survey is administered to a representative sample of private and public sector establishments.

### TRENDS IN SHORT WORK-WEEK OR TEMPORARY LAYOFF

We previously discussed that short work-week and temporary layoff are preferred alternatives to retrenchments. Indeed, in Singapore, these arrangements are used more frequently as a lever to manage excess manpower during recessions, more so than retrenchments. The number of employees placed on short work-week or temporary layoff is usually much lower than the number of retrenchments. However, in recessionary periods, the number of employees placed on short work week or temporary layoff can spike, and significantly exceed the number of retrenchments. For example, at the peak of the 2008-2009 global financial crisis, the number of employees placed on these temporary work arrangements was twice the number of retrenchments.

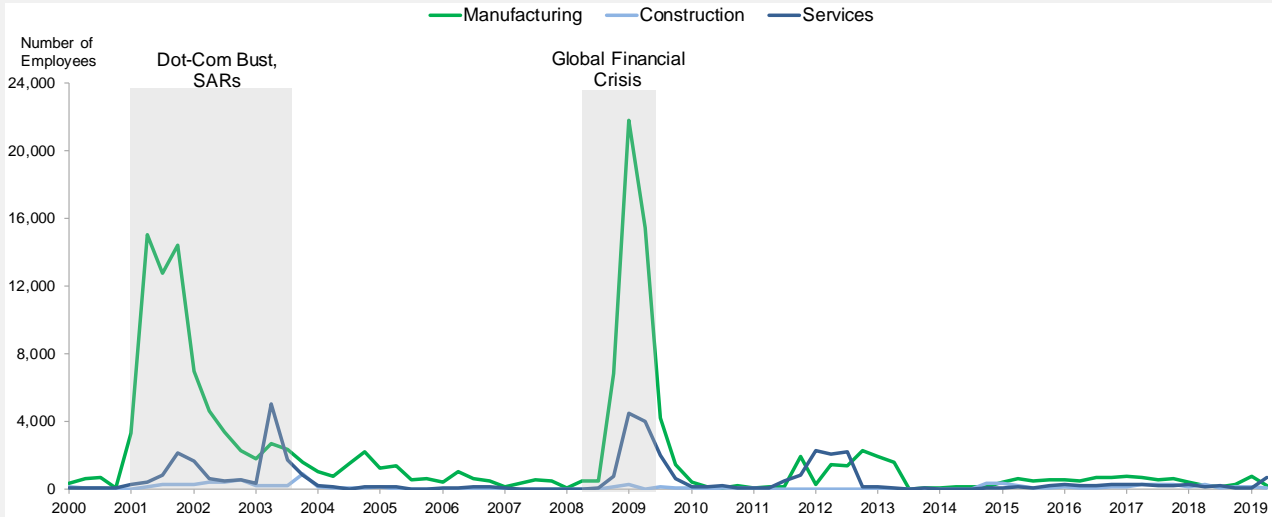
In the recent three quarters, the number of employees placed on short work-week or temporary layoff has trended up. This points to firms' growing caution amid uncertain economic conditions, though levels were still much lower than during recessionary periods.

**Number Of Retrenchments And Employees On Short Work-Week Or Temporary Layoff (Quarterly)**



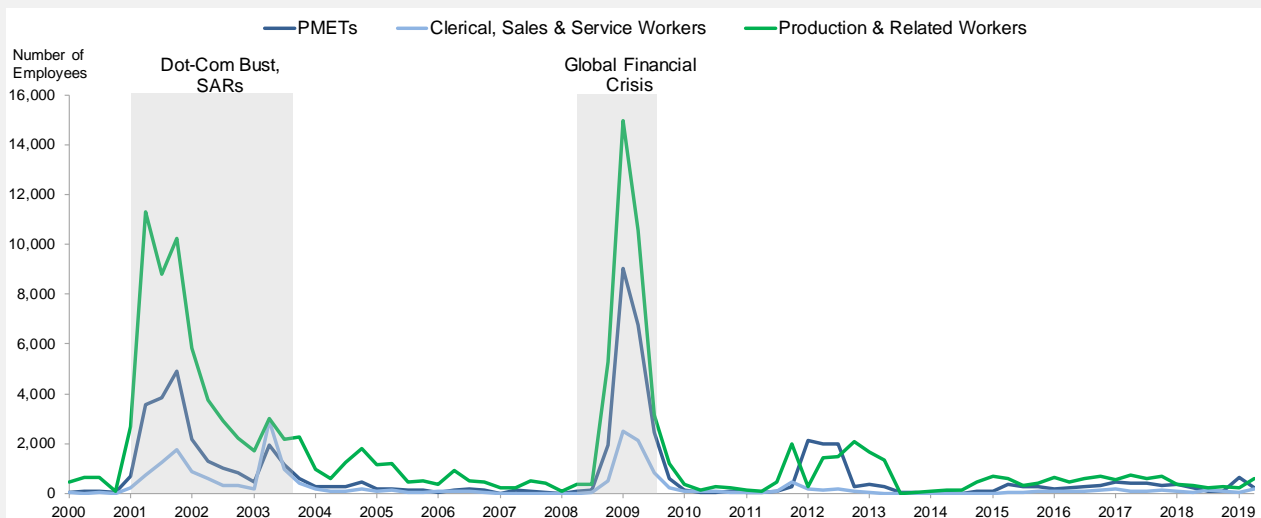
By industry, majority of those who were placed on short work-week or temporary layoff during downturn periods came from manufacturing, as global economic fluctuations adversely affected production lines.

**Number Of Employees On Short Work-Week Or Temporary Layoff By Industry (Quarterly)**



Similarly, by occupational groups, production & related workers tend to be more adversely affected during downturn periods. They formed the bulk of all placed on short work-week or temporary layoff and mirrored the trends by industry.

**Number Of Employees On Short Work-Week Or Temporary Layoff By Occupational Group (Quarterly)**





## 1.1 UNEMPLOYMENT

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

Per Cent

Characteristics	2016	2017	2018	Jun	
				2018	2019 <sup>P</sup>
<b>TOTAL</b>	<b>3.0</b>	<b>3.1</b>	<b>2.9</b>	<b>3.9</b>	<b>4.2</b>
<b>GENDER</b>					
Males	3.0	3.1	2.9	3.7	3.9
Females	3.0	3.1	3.0	4.1	4.6
<b>AGE GROUP (YEARS)</b>					
Below 30	5.0	5.4	5.2	7.3	8.1
30 - 39	2.3	2.4	2.2	2.9	3.0
40 & Over	2.6	2.7	2.5	3.2	3.5
40 - 49	2.4	2.5	2.3	3.0	3.2
50 & Over	2.7	2.8	2.6	3.3	3.8
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.4	2.6	2.5	3.4	4.0
Secondary	3.1	2.8	2.8	3.7	4.5
Post-Secondary (Non-Tertiary)	3.2	3.8	3.4	4.8	4.6
Diploma & Professional Qualification	3.1	3.3	3.1	4.1	4.7
Degree	3.1	3.2	2.9	3.8	3.8

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

P : Preliminary

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

Characteristics	2016	2017	2018	In Thousands	
				Jun	
				2018	2019 <sup>P</sup>
<b>TOTAL</b>	<b>67.4</b>	<b>70.9</b>	<b>66.9</b>	<b>89.0</b>	<b>97.8</b>
<b>GENDER</b>					
Males	36.2	38.4	35.4	46.4	48.8
Females	31.2	32.6	31.5	42.7	49.0
<b>AGE GROUP (YEARS)</b>					
Below 30	21.8	22.6	21.6	31.0	33.7
30 - 39	11.9	12.6	11.5	14.8	15.4
40 & Over	33.7	35.7	33.7	43.2	48.7
40 - 49	12.8	13.7	12.6	16.5	17.6
50 & Over	20.9	22.0	21.1	26.7	31.2
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	10.1	10.9	9.7	12.4	13.5
Secondary	12.3	11.1	11.0	13.8	16.9
Post-Secondary (Non-Tertiary)	7.5	8.9	8.0	12.6	11.9
Diploma & Professional Qualification	13.2	14.1	13.8	18.4	22.2
Degree	24.2	25.9	24.4	31.8	33.4

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

<sup>P</sup> : Preliminary

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	Per Cent				
	2016	2017	2018	Jun	
				2018	2019 <sup>p</sup>
<b>TOTAL</b>	<b>0.8</b>	<b>0.8</b>	<b>0.7</b>	<b>0.8</b>	<b>0.8</b>
<b>GENDER</b>					
Males	0.9	0.9	0.8	0.9	0.8
Females	0.6	0.6	0.6	0.7	0.7
<b>AGE GROUP (YEARS)</b>					
Below 30	0.6	0.8	0.6	0.7	0.8
30 - 39	0.6	0.5	0.6	0.7	0.5
40 & Over	0.9	0.8	0.8	1.0	0.8
40 - 49	0.8	0.9	0.7	0.7	0.6
50 & Over	1.0	0.8	0.9	1.1	1.0
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	0.6	0.7	0.5	0.7	0.8
Secondary	0.7	0.5	0.6	0.8	1.0
Post-Secondary (Non-Tertiary)	0.6	0.8	0.7	0.8	0.8
Diploma & Professional Qualification	0.7	0.8	0.7	0.7	0.8
Degree	1.0	0.9	0.8	1.0	0.7

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

<sup>p</sup> : Preliminary

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	Jun	
				2018	2019 <sup>p</sup>
<b>TOTAL</b>	<b>17.0</b>	<b>17.1</b>	<b>15.9</b>	<b>19.2</b>	<b>17.6</b>
<b>GENDER</b>					
Males	10.6	10.5	9.7	11.6	10.3
Females	6.3	6.6	6.2	7.5	7.3
<b>AGE GROUP (YEARS)</b>					
Below 30	2.4	3.4	2.3	2.8	3.2
30 - 39	2.9	2.9	2.9	3.4	2.6
40 & Over	11.7	10.9	10.8	13.0	11.8
40 - 49	4.3	4.5	3.7	3.9	3.3
50 & Over	7.4	6.4	7.2	9.1	8.5
<b>HIGHEST QUALIFICATION ATTAINED</b>					
Below Secondary	2.6	2.6	2.1	2.7	2.6
Secondary	2.9	2.1	2.4	3.0	3.5
Post-Secondary (Non-Tertiary)	1.2	1.9	1.5	2.0	1.9
Diploma & Professional Qualification	2.9	3.5	3.1	3.3	3.8
Degree	7.3	7.0	6.9	8.2	5.8

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

<sup>p</sup> : Preliminary

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 Jun 2019
	2016	2017	2018	2018			2019		
				2Q	3Q	4Q	1Q	2Q	
<b>TOTAL</b>	<b>16.8</b>	<b>-3.6</b>	<b>45.3</b>	<b>6.5</b>	<b>19.3</b>	<b>15.9</b>	<b>13.4</b>	<b>5.5</b>	<b>3 733.7</b>
<b>C10-32 MANUFACTURING</b>	<b>-14.4</b>	<b>-10.9</b>	<b>-2.4</b>	<b>-0.1</b>	<b>3.5</b>	<b>-2.0</b>	<b>-3.1</b>	<b>-1.5</b>	<b>483.5</b>
C10-12 Food, Beverages & Tobacco	1.4	2.4	1.4	0.2	0.6	0.2	0.4	0.1	51.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.9	-1.6	-1.2	-0.4	-0.2	-0.3	-0.4	-0.4	29.0
C19-21 Petroleum, Chemical & Pharmaceutical Products	5.3	-4.0	3.2	2.4	1.3	-1.2	-0.2	-0.6	62.1
C25,28 Fabricated Metal Products, Machinery & Equipment	-8.4	-2.3	-2.6	-0.6	-1.4	-0.6	-0.4	-0.3	94.5
C26 Electronic, Computer & Optical Products	-1.9	7.5	-0.1	0.1	1.6	-0.2	-2.0	-0.1	89.9
C29-30 Transport Equipment	-8.7	-13.5	-3.1	-1.7	1.5	0.2	-0.8	0.5	93.8
Other Manufacturing Industries	-0.2	0.5	-	-0.1	-	-0.2	0.3	-0.8	62.5
<b>F41-43 CONSTRUCTION</b>	<b>-11.3</b>	<b>-38.3</b>	<b>-7.1</b>	<b>-0.7</b>	<b>-0.3</b>	<b>-0.4</b>	<b>0.1</b>	<b>2.7</b>	<b>447.1</b>
<b>G-U SERVICES</b>	<b>42.8</b>	<b>46.0</b>	<b>54.9</b>	<b>7.2</b>	<b>16.4</b>	<b>18.2</b>	<b>16.4</b>	<b>4.7</b>	<b>2 776.3</b>
G46-47 WHOLESALE AND RETAIL TRADE	1.3	-1.7	1.6	-1.7	1.1	4.1	-1.9	-3.0	486.3
G46 Wholesale Trade	0.5	-0.6	3.6	0.6	2.1	1.0	-1.1	-0.1	324.3
G47 Retail Trade	0.8	-1.1	-2.0	-2.4	-1.1	3.2	-0.8	-2.9	162.0
H49-53 TRANSPORTATION AND STORAGE	3.4	7.1	7.7	2.6	1.7	1.4	1.1	0.2	261.1
H49,5221 Land Transport & Supporting Services	4.9	4.4	4.8	1.4	1.3	0.4	0.3	-	108.9
H50,5222,5225 Water Transport & Supporting Services	-0.7	-0.5	-0.6	-0.1	-0.2	-	-0.2	-0.1	45.0
H51,5223 Air Transport & Supporting Services	-1.3	1.8	1.2	0.3	0.3	0.4	0.3	0.5	35.1
Other Transportation & Storage Services	0.5	1.4	2.3	1.0	0.4	0.6	0.6	-0.2	72.1
I55-56 ACCOMMODATION AND FOOD SERVICES	5.3	3.5	1.3	-1.6	1.0	3.0	0.3	0.4	260.3
I55 Accommodation	-0.8	-	-0.8	-0.7	1.1	-0.7	-0.3	-0.3	35.8
I56 Food & Beverage Services	6.1	3.4	2.1	-1.0	-0.1	3.7	0.6	0.6	224.5
J58-63 INFORMATION AND COMMUNICATIONS	2.2	4.0	8.4	2.4	3.1	1.6	1.4	2.0	145.8
J58-61 Telecommunications, Broadcasting & Publishing	-1.0	-0.3	0.5	0.5	0.2	-0.3	0.2	-	41.1
J62-63 IT & Other Information Services	3.2	4.3	7.9	1.9	2.9	1.8	1.2	2.1	104.6
K64-66 FINANCIAL AND INSURANCE SERVICES	5.7	4.5	7.6	1.7	2.5	1.1	2.0	1.6	198.1
K64 & 66 (excl.662) Financial Services	4.3	1.8	6.4	1.4	2.2	1.0	1.7	1.2	158.0
K65 & 662 Insurance Services	1.4	2.7	1.1	0.4	0.3	0.1	0.3	0.4	40.1
L68 REAL ESTATE SERVICES	-5.1	1.7	-	-	-	-	0.1	0.2	82.9
M69-75 PROFESSIONAL SERVICES	-0.5	3.0	6.9	1.4	3.4	1.0	2.9	2.1	248.8
M69-70 Legal, Accounting & Management Services	1.9	2.8	5.7	0.6	2.5	1.1	2.3	1.5	129.4
M71 Architectural & Engineering Services	-2.5	-1.4	0.9	0.4	0.7	-	0.1	0.1	60.7
Other Professional Services	0.1	1.6	0.3	0.4	0.2	-0.1	0.5	0.6	58.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	9.4	6.5	3.6	0.4	-1.5	2.8	2.1	0.1	249.8
N80 Security & Investigation	1.6	2.6	1.4	0.1	0.4	0.2	0.5	0.2	49.1
N81 Cleaning & Landscaping	7.5	2.7	0.2	-0.2	0.1	0.1	1.1	0.6	79.3
Other Administrative & Support Services	0.3	1.1	2.0	0.4	-2.1	2.4	0.4	-0.7	121.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	21.1	17.6	17.8	2.1	5.1	3.2	8.5	1.2	843.3
O84,P85 Public Administration & Education	4.9	1.6	3.9	-0.1	1.2	1.0	3.0	-0.1	253.6
Q86-88 Health & Social Services	7.4	5.9	5.7	2.0	1.1	0.7	1.2	1.6	166.2
R90-93 Arts, Entertainment & Recreation	-0.6	0.6	1.0	0.2	0.1	0.4	0.9	-	57.6
S,T,U Other Community, Social & Personal Services	9.5	9.5	7.2	-0.1	2.7	1.2	3.4	-0.3	365.8
<b>A,B,D,E,V OTHERS*</b>	<b>-0.3</b>	<b>-0.5</b>	<b>-0.1</b>	<b>-</b>	<b>-0.3</b>	<b>0.1</b>	<b>0.1</b>	<b>-0.4</b>	<b>26.7</b>

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

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

- : nil or negligible

Notes :

- 1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- 2) Change in employment is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- 3) Data may not add up to the total due to rounding.
- 4) Data for 1Q19 are revised at the industry level to reflect updates in industry classification of firms.

### 3.1 RETRENCHMENT

#### RETRENCHED EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2018			2019	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>19 170</b>	<b>14 720</b>	<b>10 730</b>	<b>3 030</b>	<b>2 860</b>	<b>2 510</b>	<b>3 230</b>	<b>2 320</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32 MANUFACTURING</b>	<b>6 280</b>	<b>3 790</b>	<b>2 570</b>	<b>820</b>	<b>870</b>	<b>380</b>	<b>1 040</b>	<b>490</b>
C10-12 Food, Beverages & Tobacco	330	190	200	70	80	10	10	10
C17,18,22 Paper / Rubber / Plastic Products & Printing	410	480	160	90	30	10	70	30
C19-21 Petroleum, Chemical & Pharmaceutical Products	360	300	180	40	40	30	70	30
C25,28 Fabricated Metal Products, Machinery & Equipment	2 400	930	870	220	410	110	230	110
C26 Electronic, Computer & Optical Products	1 670	920	670	210	270	80	600	190
C29-30 Transport Equipment	720	820	310	110	20	110	40	10
Other Manufacturing Industries	390	150	190	80	10	40	30	100
<b>F41-43 CONSTRUCTION</b>	<b>1 920</b>	<b>2 020</b>	<b>1 200</b>	<b>470</b>	<b>200</b>	<b>180</b>	<b>280</b>	<b>150</b>
<b>G-U SERVICES</b>	<b>10 880</b>	<b>8 900</b>	<b>6 960</b>	<b>1 740</b>	<b>1 800</b>	<b>1 950</b>	<b>1 900</b>	<b>1 680</b>
G46-47 WHOLESALE AND RETAIL TRADE	2 380	2 180	1 780	420	450	470	620	480
G46 Wholesale Trade	2 200	1 920	1 580	390	370	430	520	430
G47 Retail Trade	180	260	210	30	80	30	90	50
H49-53 TRANSPORTATION AND STORAGE	870	900	710	280	120	190	330	170
H49,5221 Land Transport & Supporting Services	10	160	200	150	30	10	-	-
H50,5222, 5225 Water Transport & Supporting Services	490	300	180	40	10	80	20	20
H51,5223 Air Transport & Supporting Services	160	20	20	-	10	-	10	-
Other Transportation & Storage Services	220	430	310	80	80	100	290	150
I55-56 ACCOMMODATION AND FOOD SERVICES	350	470	350	40	220	50	40	30
I55 Accommodation	70	120	10	-	10	-	-	-
I56 Food & Beverage Services	280	350	340	40	210	50	40	30
J58-63 INFORMATION AND COMMUNICATIONS	970	910	1 070	210	200	460	200	160
J58-61 Telecommunications, Broadcasting & Publishing	570	500	650	110	110	310	70	70
J62-63 IT & Other Information Services	400	420	420	100	90	150	130	90
K64-66 FINANCIAL AND INSURANCE SERVICES	2 310	1 780	1 330	330	320	370	240	430
K64 & 66 (excl.662) Financial Services	2 210	1 720	1 240	320	310	350	230	400
K65 & 662 Insurance Services	90	60	80	10	20	20	10	40
L68 REAL ESTATE SERVICES	90	70	100	40	10	20	110	30
M69-75 PROFESSIONAL SERVICES	2 740	1 700	1 100	340	260	280	240	250
M69-70 Legal, Accounting & Management Services	1 410	860	600	200	110	170	160	130
M71 Architectural & Engineering Services	1 050	560	310	90	70	80	20	80
Other Professional Services	280	280	190	60	80	30	60	40
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	340	430	240	50	70	30	40	70
N80 Security & Investigation	20	120	10	-	-	-	-	-
N81 Cleaning & Landscaping	60	70	40	-	10	-	-	-
Other Administrative & Support Services	260	250	190	50	70	30	40	70
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	850	460	290	30	150	70	70	60
O84,P85 Public Administration & Education	50	40	90	10	40	20	-	40
Q86-88 Health & Social Services	40	50	20	-	-	-	40	-
R90-93 Arts, Entertainment & Recreation	500	240	130	10	90	30	-	10
S,T,U Other Community, Social & Personal Services	260	130	50	10	20	20	40	10
<b>A,B,D,E,V OTHERS*</b>	<b>100</b>	<b>20</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	10 890	8 700	6 980	1 950	1 750	1 780	1 440	1 680
Clerical, Sales & Service Workers	2 100	1 550	1 230	320	360	280	440	290
Production & Transport Operators, Cleaners & Labourers	6 190	4 480	2 510	760	760	450	1 350	340

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

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

- : nil or negligible

Notes :

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

## 3.2 RETRENCHMENT

RETRENCHED EMPLOYEES BY INDUSTRY, REASONS FOR RETRENCHMENT AND OCCUPATIONAL GROUP, SECOND QUARTER 2019

Number of Employees

Industry (SSIC 2015)	Reasons For Retrenchment							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisa-tion / Restruc-turing	Product Line Was Disconti-nued	Early Completion of Project	Others	Total	Profes-sionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
<b>TOTAL</b>	<b>350</b>	<b>360</b>	<b>220</b>	<b>1 710</b>	<b>120</b>	<b>90</b>	<b>-</b>	<b>2 320</b>	<b>1 680</b>	<b>290</b>	<b>340</b>
<b>C10-32 MANUFACTURING</b>	<b>90</b>	<b>60</b>	<b>40</b>	<b>350</b>	<b>110</b>	<b>-</b>	<b>-</b>	<b>490</b>	<b>370</b>	<b>30</b>	<b>90</b>
C10-12 Food, Beverages & Tobacco	-	-	-	10	-	-	-	10	10	-	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	-	-	-	20	-	-	-	30	-	10	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	-	-	30	20	-	-	30	30	-	10
C25,28 Fabricated Metal Products, Machinery & Equipment	30	20	30	30	30	-	-	110	100	-	10
C26 Electronic, Computer & Optical Products	50	20	10	170	-	-	-	190	170	-	20
C29-30 Transport Equipment	-	10	-	-	-	-	-	10	10	-	-
Other Manufacturing Industries	10	10	-	80	60	-	-	100	60	10	30
<b>F41-43 CONSTRUCTION</b>	<b>50</b>	<b>80</b>	<b>20</b>	<b>20</b>	<b>-</b>	<b>30</b>	<b>-</b>	<b>150</b>	<b>40</b>	<b>10</b>	<b>100</b>
<b>G-U SERVICES</b>	<b>220</b>	<b>230</b>	<b>160</b>	<b>1 340</b>	<b>10</b>	<b>60</b>	<b>-</b>	<b>1 680</b>	<b>1 270</b>	<b>250</b>	<b>160</b>
G46-47 WHOLESALE AND RETAIL TRADE	50	120	30	380	-	10	-	480	320	140	20
G46 Wholesale Trade	50	100	30	350	-	10	-	430	300	110	20
G47 Retail Trade	-	20	-	30	-	-	-	50	20	20	-
H49-53 TRANSPORTATION AND STORAGE	80	30	30	110	-	30	-	170	40	40	90
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	-	10	-	10	-	-	-	20	10	10	-
H51,5223 Air Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
Other Transportation & Storage Services	80	20	30	100	-	30	-	150	30	30	90
I55-56 ACCOMMODATION AND FOOD SERVICES	-	10	20	-	-	-	-	30	-	10	20
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	-	10	20	-	-	-	-	30	-	10	20
J58-63 INFORMATION AND COMMUNICATIONS	30	20	20	140	-	10	-	160	150	10	-
J58-61 Telecommunications, Broadcasting & Publishing	10	10	10	70	-	-	-	70	70	-	-
J62-63 IT & Other Information Services	20	10	10	70	-	10	-	90	80	10	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10	-	40	410	10	-	-	430	420	10	-
K64 & 66 (excl.662) Financial Services	10	-	40	380	10	-	-	400	380	10	-
K65 & 662 Insurance Services	-	-	-	40	-	-	-	40	30	-	-
L68 REAL ESTATE SERVICES	-	30	-	-	-	-	-	30	30	-	-
M69-75 PROFESSIONAL SERVICES	20	20	10	220	-	-	-	250	220	10	20
M69-70 Legal, Accounting & Management Services	10	-	-	120	-	-	-	130	130	10	-
M71 Architectural & Engineering Services	10	20	10	60	-	-	-	80	50	10	20
Other Professional Services	-	-	-	40	-	-	-	40	40	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	-	-	-	50	-	20	-	70	50	10	-
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	-	-	-	-	-	-	-	-	-	-
Other Administrative & Support Services	-	-	-	50	-	20	-	70	50	10	-
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	20	10	-	30	-	-	-	60	50	10	-
O84,P85 Public Administration & Education	20	10	-	20	-	-	-	40	30	10	-
Q86-88 Health & Social Services	-	-	-	-	-	-	-	-	-	-	-
R90-93 Arts, Entertainment & Recreation	-	-	-	10	-	-	-	10	10	-	-
S,T,U Other Community, Social & Personal Services	-	-	-	10	-	-	-	10	10	-	-
<b>A,B,D,E,V OTHERS**</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

\* Not due to recession.

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

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

- : nil or negligible

Notes :

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

### 3.3 RETRENCHMENT OF PERMANENT EMPLOYEES

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

		Number of Employees							
		2016	2017	2018	2018			2019	
					2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>		<b>16 810</b>	<b>12 880</b>	<b>9 610</b>	<b>2 760</b>	<b>2 560</b>	<b>2 230</b>	<b>3 010</b>	<b>2 120</b>
<b>INDUSTRY (SSIC 2015)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>5 620</b>	<b>3 330</b>	<b>2 280</b>	<b>770</b>	<b>770</b>	<b>310</b>	<b>1 020</b>	<b>420</b>
C10-12	Food, Beverages & Tobacco	290	190	150	70	60	10	-	10
C17,18,22	Paper / Rubber / Plastic Products & Printing	360	480	160	90	30	10	70	20
C19-21	Petroleum, Chemical & Pharmaceutical Products	360	290	170	40	40	30	70	30
C25,28	Fabricated Metal Products, Machinery & Equipment	2 240	800	780	220	400	80	220	110
C26	Electronic, Computer & Optical Products	1 670	920	570	200	210	60	600	140
C29-30	Transport Equipment	450	550	260	90	20	90	40	10
	Other Manufacturing Industries	260	110	190	80	10	40	30	100
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>870</b>	<b>1 190</b>	<b>800</b>	<b>350</b>	<b>120</b>	<b>110</b>	<b>210</b>	<b>80</b>
<b>G-U</b>	<b>SERVICES</b>	<b>10 230</b>	<b>8 350</b>	<b>6 520</b>	<b>1 640</b>	<b>1 680</b>	<b>1 820</b>	<b>1 780</b>	<b>1 620</b>
G46-47	WHOLESALE AND RETAIL TRADE	2 300	2 150	1 680	400	430	420	590	480
G46	Wholesale Trade	2 130	1 900	1 500	370	360	390	500	430
G47	Retail Trade	170	250	190	30	60	30	90	50
H49-53	TRANSPORTATION AND STORAGE	720	680	700	270	120	190	330	170
H49,5221	Land Transport & Supporting Services	-	20	200	150	30	10	-	-
H50,5222,5225	Water Transport & Supporting Services	420	290	180	40	10	80	20	20
H51,5223	Air Transport & Supporting Services	110	20	20	-	10	-	10	-
	Other Transportation & Storage Services	190	350	310	80	80	100	290	140
I55-56	ACCOMMODATION AND FOOD SERVICES	320	450	340	40	210	50	40	20
I55	Accommodation	70	120	10	-	10	-	-	-
I56	Food & Beverage Services	250	330	330	40	210	50	40	20
J58-63	INFORMATION AND COMMUNICATIONS	920	880	950	160	190	420	200	150
J58-61	Telecommunications, Broadcasting & Publishing	530	480	580	80	110	270	70	70
J62-63	IT & Other Information Services	390	390	370	90	80	140	130	80
K64-66	FINANCIAL AND INSURANCE SERVICES	2 290	1 770	1 300	330	320	370	240	430
K64 & 66 (excl.662)	Financial Services	2 200	1 710	1 230	320	300	350	230	390
K65 & 662	Insurance Services	90	60	80	10	10	20	10	40
L68	REAL ESTATE SERVICES	70	70	90	40	10	20	20	30
M69-75	PROFESSIONAL SERVICES	2 610	1 580	1 010	320	230	250	240	240
M69-70	Legal, Accounting & Management Services	1 380	830	590	190	100	170	160	130
M71	Architectural & Engineering Services	970	480	240	80	40	60	20	80
	Other Professional Services	260	270	180	40	80	30	60	30
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	220	400	210	50	60	30	40	60
N80	Security & Investigation	-	120	10	-	-	-	-	-
N81	Cleaning & Landscaping	50	50	30	-	-	-	-	-
	Other Administrative & Support Services	170	230	180	50	60	30	40	60
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	770	380	230	20	120	70	70	60
O84,P85	Public Administration & Education	40	30	50	10	10	20	-	40
Q86-88	Health & Social Services	30	40	20	-	-	-	40	-
R90-93	Arts, Entertainment & Recreation	480	220	120	-	90	30	-	10
S,T,U	Other Community, Social & Personal Services	230	100	40	10	10	10	40	10
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>100</b>	<b>10</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians	10 490	8 420	6 670	1 880	1 660	1 700	1 420	1 590
	Clerical, Sales & Service Workers	1 940	1 440	1 100	270	300	270	430	270
	Production & Transport Operators, Cleaners & Labourers	4 390	3 020	1 840	610	600	260	1 170	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 RETRENCHMENT OF TERM CONTRACT EMPLOYEES

#### RETRENCHED TERM CONTRACT EMPLOYEES BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Employees

	2016	2017	2018	2018			2019	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>2 360</b>	<b>1 840</b>	<b>1 120</b>	<b>270</b>	<b>300</b>	<b>280</b>	<b>220</b>	<b>200</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32 MANUFACTURING</b>	<b>660</b>	<b>460</b>	<b>290</b>	<b>50</b>	<b>100</b>	<b>70</b>	<b>30</b>	<b>70</b>
C10-12 Food, Beverages & Tobacco	40	10	50	-	30	-	10	-
C17,18,22 Paper / Rubber / Plastic Products & Printing	50	-	-	-	-	-	-	10
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	10	-	-	-	-	-	-
C25,28 Fabricated Metal Products, Machinery & Equipment	160	130	80	-	10	30	10	-
C26 Electronic, Computer & Optical Products	10	10	100	10	60	30	-	50
C29-30 Transport Equipment	270	280	50	30	-	10	10	-
Other Manufacturing Industries	130	30	-	-	-	-	-	-
<b>F41-43 CONSTRUCTION</b>	<b>1 050</b>	<b>830</b>	<b>400</b>	<b>120</b>	<b>80</b>	<b>70</b>	<b>70</b>	<b>70</b>
<b>G-U SERVICES</b>	<b>650</b>	<b>550</b>	<b>440</b>	<b>100</b>	<b>120</b>	<b>130</b>	<b>120</b>	<b>60</b>
G46-47 WHOLESALE AND RETAIL TRADE	70	30	100	20	20	40	30	-
G46 Wholesale Trade	70	20	80	20	10	40	30	-
G47 Retail Trade	10	10	20	-	10	-	-	-
H49-53 TRANSPORTATION AND STORAGE	150	220	10	-	-	-	-	10
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	-	-	-	-	10
I55-56 ACCOMMODATION AND FOOD SERVICES	30	20	10	-	10	-	-	10
I55 Accommodation	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	30	20	10	-	10	-	-	10
J58-63 INFORMATION AND COMMUNICATIONS	50	40	120	50	10	50	-	10
J58-61 Telecommunications, Broadcasting & Publishing	30	10	70	30	-	40	-	-
J62-63 IT & Other Information Services	20	20	40	20	10	10	-	10
K64-66 FINANCIAL AND INSURANCE SERVICES	20	10	20	10	10	10	-	-
K64 & 66 (excl.662) Financial Services	20	10	20	10	-	-	-	-
K65 & 662 Insurance Services	-	-	-	-	-	-	-	-
L68 REAL ESTATE SERVICES	10	10	10	-	-	-	90	-
M69-75 PROFESSIONAL SERVICES	130	120	100	20	30	30	-	10
M69-70 Legal, Accounting & Management Services	30	30	10	-	10	10	-	-
M71 Architectural & Engineering Services	80	80	70	10	30	20	-	-
Other Professional Services	20	10	10	10	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	120	30	30	-	10	-	10	10
N80 Security & Investigation	20	-	10	-	-	-	-	-
N81 Cleaning & Landscaping	10	10	10	-	10	-	-	-
Other Administrative & Support Services	90	20	10	-	10	-	10	10
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	70	70	50	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	-	-	-	-	-
<b>A,B,D,E,V OTHERS*</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	400	280	310	70	90	80	20	90
Clerical, Sales & Service Workers	160	110	140	40	60	10	20	20
Production & Transport Operators, Cleaners & Labourers	1 800	1 460	670	160	150	180	180	90

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.

### 3.5 INCIDENCE OF RETRENCHMENT AMONG RESIDENTS

NUMBER OF RETRENCHED RESIDENTS PER ONE THOUSAND RESIDENT EMPLOYEES BY GENDER, AGE, SECTOR AND OCCUPATIONAL GROUP

Characteristics	Per 1,000 Resident Employees						
	2017	2018	2018			2019	
			2Q	3Q	4Q	1Q	2Q
<b>GENDER</b>							
Males	7.6	5.8	1.7	1.6	1.4	1.3	1.6
Females	6.5	5.0	1.3	1.2	1.4	1.1	1.4
<b>AGE GROUP (YEARS)</b>							
Below 30	2.3	2.1	0.5	0.7	0.6	0.3	0.5
30 - 39	6.9	5.0	1.5	1.2	1.3	1.0	1.4
40 & Over	8.9	6.7	1.9	1.8	1.7	1.6	1.8
40 - 49	9.9	7.7	2.2	1.8	2.0	1.8	2.0
50 & Over	8.1	6.0	1.6	1.8	1.5	1.4	1.7
<b>SECTOR</b>							
Manufacturing	12.3	9.0	2.9	3.0	1.2	1.4	2.5
Construction	6.6	4.5	1.3	0.9	0.9	1.1	0.8
Services	6.3	4.9	1.3	1.2	1.5	1.2	1.3
Others*	0.7	0.1	-	-	-	0.2	0.1
<b>OCCUPATIONAL GROUP</b>							
Professionals, Managers, Executives & Technicians	8.5	6.6	1.9	1.6	1.8	1.3	1.8
Clerical, Sales & Service Workers	4.0	3.3	0.8	0.9	0.8	1.0	0.8
Production & Transport Operators, Cleaners & Labourers	6.3	3.6	0.8	1.4	0.6	1.0	1.0

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

\* 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) Retrenchment refers to the termination of permanent employees due to redundancy and early termination of term contract employees due to redundancy.

## 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	2018			2019	
				2Q	3Q	4Q	1Q	2Q
<b><u>EMPLOYEES ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>950</b>	<b>1 160</b>	<b>590</b>	<b>620</b>	<b>430</b>	<b>460</b>	<b>940</b>	<b>970</b>
<b>SECTOR</b>								
Manufacturing	600	650	260	230	170	250	750	240
Construction	110	250	160	250	70	160	130	60
Services	240	250	170	140	190	60	60	680
Others*	-	10	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	260	400	200	240	90	100	630	210
Clerical, Sales & Service Workers	100	110	90	60	140	80	60	180
Production & Transport Operators, Cleaners & Labourers	590	650	300	320	210	280	240	580
<b><u>EMPLOYEES ON SHORT WORK-WEEK</u></b>								
<b>TOTAL</b>	<b>820</b>	<b>980</b>	<b>480</b>	<b>460</b>	<b>410</b>	<b>370</b>	<b>900</b>	<b>970</b>
<b>SECTOR</b>								
Manufacturing	570	650	240	220	170	210	740	240
Construction	40	110	110	150	60	120	120	60
Services	200	220	130	90	180	50	50	680
Others*	-	10	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	230	380	160	200	80	80	630	210
Clerical, Sales & Service Workers	90	110	80	50	130	70	50	180
Production & Transport Operators, Cleaners & Labourers	500	500	240	200	200	230	220	580
<b><u>EMPLOYEES ON TEMPORARY LAY-OFF</u></b>								
<b>TOTAL</b>	<b>130</b>	<b>180</b>	<b>110</b>	<b>160</b>	<b>20</b>	<b>90</b>	<b>40</b>	<b>10</b>
<b>SECTOR</b>								
Manufacturing	30	10	20	10	-	40	10	-
Construction	70	140	50	100	20	40	20	10
Services	40	30	30	50	-	10	10	-
Others*	-	-	-	-	-	-	-	-
<b>OCCUPATIONAL GROUP</b>								
Professionals, Managers, Executives & Technicians	30	20	40	40	10	30	10	-
Clerical, Sales & Service Workers	10	10	10	10	10	-	10	-
Production & Transport Operators, Cleaners & Labourers	90	150	60	120	10	60	20	10

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

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

- : nil or negligible

Notes :

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

## 5.1 RE-ENTRY INTO EMPLOYMENT

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

Characteristics	Per Cent							
	2016	2017	2018	2018			2019	
				2Q	3Q	4Q	1Q	2Q
<b>TOTAL</b>	<b>64.6</b>	<b>64.6</b>	<b>62.9</b>	<b>64.3</b>	<b>61.7</b>	<b>64.2</b>	<b>66.4</b>	<b>59.9</b>
<b>GENDER</b>								
Males	62.7	62.0	61.4	63.2	60.9	61.9	67.2	59.1
Females	67.3	67.8	64.7	65.5	62.6	67.1	65.4	60.7
<b>AGE GROUP (YEARS)</b>								
Below 30	80.1	80.3	81.7	82.0	73.9	83.5	82.6	82.1
30 - 39	73.6	72.2	70.6	71.5	69.9	75.7	77.3	70.8
40 & Over	58.8	59.7	58.6	60.0	58.0	58.0	60.8	53.2
40 - 49	64.2	65.7	64.4	66.2	63.6	64.3	69.1	59.0
50 & Over	53.0	53.4	53.3	54.6	52.8	51.8	54.4	47.5
<b>HIGHEST QUALIFICATION ATTAINED</b>								
Below Secondary	66.7	70.8	69.4	72.4	63.5	70.4	72.2	71.8
Secondary	66.3	68.3	68.2	73.9	62.6	66.7	73.3	64.4
Post-Secondary (Non-Tertiary)	65.7	63.9	62.8	64.0	64.8	65.2	58.3	56.1
Diploma & Professional Qualification	68.4	67.6	62.6	62.6	64.7	63.2	70.9	57.7
Degree	60.4	61.0	60.3	59.9	60.1	62.7	62.7	58.6
<b>OCCUPATIONAL GROUP PRIOR TO RETRENCHMENT</b>								
Professionals, Managers, Executives & Technicians	62.3	62.0	59.5	59.1	59.7	62.6	65.0	57.8
Clerical, Sales & Service Workers	71.1	72.1	69.6	70.4	67.1	71.5	66.2	63.9
Production & Transport Operators, Cleaners & Labourers	69.1	71.4	74.8	80.2	67.9	68.2	73.4	75.4

Source : Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Administrative Records

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 rate refers 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	Jun	
				2018	2019
<b>TOTAL</b>	<b>49.5</b>	<b>48.8</b>	<b>57.9</b>	<b>58.3</b>	<b>48.5</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>5.8</b>	<b>6.5</b>	<b>8.3</b>	<b>8.3</b>	<b>6.1</b>
C10-12 Food, Beverages & Tobacco	0.6	0.6	0.7	0.6	0.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	0.3	0.4	0.3	0.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	0.4	0.7	0.8	0.6
C25,28 Fabricated Metal Products, Machinery & Equipment	1.1	1.2	1.6	1.9	1.4
C26 Electronic, Computer & Optical Products	1.9	2.5	2.3	2.4	1.6
C29-30 Transport Equipment	0.8	0.9	1.6	1.4	1.2
Other Manufacturing Industries	0.8	0.5	0.9	0.8	0.7
<b>F41-43 CONSTRUCTION</b>	<b>2.0</b>	<b>1.7</b>	<b>3.0</b>	<b>1.9</b>	<b>1.8</b>
<b>G-U SERVICES</b>	<b>41.3</b>	<b>40.1</b>	<b>46.2</b>	<b>47.5</b>	<b>40.2</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>6.2</b>	<b>5.8</b>	<b>6.5</b>	<b>7.0</b>	<b>4.9</b>
G46 Wholesale Trade	2.8	3.1	3.7	4.0	2.8
G47 Retail Trade	3.4	2.7	2.8	3.0	2.0
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>2.9</b>	<b>3.3</b>	<b>3.9</b>	<b>4.1</b>	<b>3.1</b>
H49,5221 Land Transport & Supporting Services	0.7	0.7	0.8	1.0	0.4
H50,5222,5225 Water Transport & Supporting Services	0.2	0.5	0.4	0.3	0.5
H51,5223 Air Transport & Supporting Services	0.7	0.6	1.0	1.2	1.2
Other Transportation & Storage Services	1.3	1.6	1.7	1.6	1.0
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>5.7</b>	<b>5.3</b>	<b>5.9</b>	<b>6.1</b>	<b>5.8</b>
I55 Accommodation	1.6	1.6	2.0	2.6	2.2
I56 Food & Beverage Services	4.0	3.8	3.9	3.5	3.6
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.8</b>	<b>3.0</b>	<b>3.9</b>	<b>3.7</b>	<b>3.2</b>
J58-61 Telecommunications, Broadcasting & Publishing	0.9	0.8	0.8	0.8	0.7
J62-63 IT & Other Information Services	1.9	2.2	3.2	2.9	2.5
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>3.2</b>	<b>4.2</b>	<b>5.0</b>	<b>5.0</b>	<b>5.5</b>
K64 & 66 (excl.662) Financial Services	2.8	3.7	4.3	4.2	4.9
K65 & 662 Insurance Services	0.5	0.5	0.7	0.8	0.7
<b>L68 REAL ESTATE SERVICES</b>	<b>1.5</b>	<b>1.1</b>	<b>1.2</b>	<b>1.1</b>	<b>1.2</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>3.3</b>	<b>2.8</b>	<b>4.0</b>	<b>4.0</b>	<b>3.5</b>
M69-70 Legal, Accounting & Management Services	1.9	1.6	2.2	2.1	2.2
M71 Architectural & Engineering Services	0.7	0.6	1.1	1.0	0.9
Other Professional Services	0.7	0.5	0.7	0.9	0.3
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.9</b>	<b>4.7</b>	<b>5.0</b>	<b>4.6</b>	<b>3.2</b>
N80 Security & Investigation	2.3	2.0	1.9	1.5	1.2
N81 Cleaning & Landscaping	1.4	1.5	1.8	1.8	1.0
Other Administrative & Support Services	1.2	1.2	1.4	1.3	1.1
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>10.8</b>	<b>9.9</b>	<b>10.7</b>	<b>11.9</b>	<b>9.7</b>
O84,P85 Public Administration & Education	5.4	4.9	5.2	6.3	5.0
Q86-88 Health & Social Services	3.1	2.7	3.3	3.3	3.2
R90-93 Arts, Entertainment & Recreation	1.4	1.5	1.1	1.2	0.9
S,T,U Other Community, Social & Personal Services	0.8	0.8	1.1	1.1	0.7
<b>A,B,D,E,V OTHERS*</b>	<b>0.4</b>	<b>0.4</b>	<b>0.4</b>	<b>0.5</b>	<b>0.3</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	25.0	25.7	31.5	32.7	28.7
Clerical, Sales & Service Workers	13.7	12.3	13.6	13.7	11.0
Production & Transport Operators, Cleaners & Labourers	10.9	10.8	12.9	11.8	8.7

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) 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	Jun	
							2018	2019
<b>TOTAL</b>				<b>2.3</b>	<b>2.4</b>	<b>2.7</b>	<b>2.8</b>	<b>2.6</b>
<b>INDUSTRY (SSIC 2015)</b>								
<b>C10-32</b>	<b>MANUFACTURING</b>			<b>1.6</b>	<b>1.8</b>	<b>2.3</b>	<b>2.3</b>	<b>2.0</b>
C10-12	Food, Beverages & Tobacco			2.1	2.0	2.1	1.9	1.7
C17,18,22	Paper / Rubber / Plastic Products & Printing			1.3	1.6	2.0	1.8	1.2
C19-21	Petroleum, Chemical & Pharmaceutical Products			1.6	1.5	2.4	2.7	2.2
C25,28	Fabricated Metal Products, Machinery & Equipment			1.1	1.5	1.9	2.2	2.0
C26	Electronic, Computer & Optical Products			2.4	3.2	2.9	3.0	2.2
C29-30	Transport Equipment			0.9	1.2	2.2	2.0	1.9
	Other Manufacturing Industries			1.9	1.5	2.3	2.1	2.1
<b>F41-43</b>	<b>CONSTRUCTION</b>			<b>0.6</b>	<b>0.6</b>	<b>1.1</b>	<b>0.7</b>	<b>0.8</b>
<b>G-U</b>	<b>SERVICES</b>			<b>2.9</b>	<b>2.9</b>	<b>3.1</b>	<b>3.3</b>	<b>3.1</b>
G46-47	WHOLESALE AND RETAIL TRADE			2.6	2.5	2.7	2.9	2.3
G46	Wholesale Trade			1.8	2.0	2.2	2.4	1.9
G47	Retail Trade			4.4	3.6	3.6	4.0	3.0
H49-53	TRANSPORTATION AND STORAGE			1.9	2.2	2.4	2.7	2.3
H49,5221	Land Transport & Supporting Services			1.9	1.7	2.0	2.5	1.1
H50,5222,5225	Water Transport & Supporting Services			0.7	1.4	1.2	1.0	1.8
H51,5223	Air Transport & Supporting Services			2.1	1.9	2.9	3.6	3.4
	Other Transportation & Storage Services			2.7	3.2	3.3	3.2	2.7
I55-56	ACCOMMODATION AND FOOD SERVICES			4.3	4.2	4.2	4.5	4.7
I55	Accommodation			6.7	6.5	8.0	10.7	9.4
I56	Food & Beverage Services			3.7	3.6	3.4	3.2	3.6
J58-63	INFORMATION AND COMMUNICATIONS			3.9	4.0	4.8	4.7	4.4
J58-61	Telecommunications, Broadcasting & Publishing			3.1	2.7	2.7	2.8	2.7
J62-63	IT & Other Information Services			4.5	4.8	5.8	5.7	5.2
K64-66	FINANCIAL AND INSURANCE SERVICES			2.4	3.1	3.5	3.5	4.0
K64 & 66 (excl.662)	Financial Services			2.4	3.1	3.5	3.4	4.0
K65 & 662	Insurance Services			2.6	2.9	3.5	4.1	3.8
L68	REAL ESTATE SERVICES			2.9	2.2	2.3	2.2	2.8
M69-75	PROFESSIONAL SERVICES			2.5	2.3	3.0	3.1	3.0
M69-70	Legal, Accounting & Management Services			3.0	2.7	3.4	3.6	3.8
M71	Architectural & Engineering Services			1.6	1.5	2.3	2.2	2.3
	Other Professional Services			3.1	2.5	3.3	3.8	2.0
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES			3.3	3.2	3.4	3.2	2.7
N80	Security & Investigation			4.9	4.6	5.6	4.9	3.7
N81	Cleaning & Landscaping			2.5	2.6	2.7	2.7	1.8
	Other Administrative & Support Services			2.7	2.8	2.9	2.8	2.9
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES			3.1	2.8	2.9	3.3	2.8
O84,P85	Public Administration & Education			3.0	2.7	2.9	3.5	2.7
Q86-88	Health & Social Services			3.1	2.7	3.0	3.1	3.3
R90-93	Arts, Entertainment & Recreation			3.5	3.7	2.8	3.0	2.3
S,T,U	Other Community, Social & Personal Services			2.7	2.6	3.0	3.3	2.3
<b>A,B,D,E,V</b>	<b>OTHERS*</b>			<b>1.8</b>	<b>1.8</b>	<b>2.0</b>	<b>2.5</b>	<b>1.7</b>
<b>OCCUPATIONAL GROUP</b>								
	Professionals, Managers, Executives & Technicians			2.5	2.6	3.0	3.2	3.0
	Clerical, Sales & Service Workers			3.2	3.0	3.2	3.3	3.0
	Production & Transport Operators, Cleaners & Labourers			1.6	1.7	2.0	1.9	1.6

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, JUNE 2019

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
<b>TOTAL</b>	<b>48.5</b>	<b>2.6</b>	<b>28.7</b>	<b>3.0</b>	<b>11.0</b>	<b>3.0</b>	<b>8.7</b>	<b>1.6</b>
<b>C10-32 MANUFACTURING</b>	<b>6.1</b>	<b>2.0</b>	<b>3.4</b>	<b>2.5</b>	<b>0.5</b>	<b>1.9</b>	<b>2.2</b>	<b>1.5</b>
C10-12 Food, Beverages & Tobacco	0.5	1.7	0.1	1.5	0.2	2.8	0.2	1.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.2	1.2	0.1	1.9	-	-	0.1	0.8
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.6	2.2	0.5	2.6	-	-	0.1	1.1
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	2.0	0.6	2.2	0.1	1.1	0.8	1.9
C26 Electronic, Computer & Optical Products	1.6	2.2	0.9	2.4	-	-	0.6	2.1
C29-30 Transport Equipment	1.2	1.9	0.7	3.2	0.1	2.4	0.3	0.9
Other Manufacturing Industries	0.7	2.1	0.4	3.1	-	-	0.2	1.4
<b>F41-43 CONSTRUCTION</b>	<b>1.8</b>	<b>0.8</b>	<b>0.6</b>	<b>1.1</b>	<b>0.1</b>	<b>0.8</b>	<b>1.1</b>	<b>0.6</b>
<b>G-U SERVICES</b>	<b>40.2</b>	<b>3.1</b>	<b>24.4</b>	<b>3.2</b>	<b>10.4</b>	<b>3.2</b>	<b>5.4</b>	<b>2.4</b>
G46-47 WHOLESALE AND RETAIL TRADE	4.9	2.3	2.5	2.4	1.9	2.5	0.5	1.5
G46 Wholesale Trade	2.8	1.9	2.1	2.4	0.4	1.4	0.3	1.0
G47 Retail Trade	2.0	3.0	0.4	2.3	1.4	3.2	0.2	3.0
H49-53 TRANSPORTATION AND STORAGE	3.1	2.3	1.1	2.6	0.9	2.3	1.1	2.0
H49,5221 Land Transport & Supporting Services	0.4	1.1	-	-	0.1	1.7	0.3	1.2
H50,5222,5225 Water Transport & Supporting Services	0.5	1.8	0.3	2.5	0.1	2.0	0.1	0.9
H51,5223 Air Transport & Supporting Services	1.2	3.4	0.5	5.2	0.6	2.8	0.1	2.3
Other Transportation & Storage Services	1.0	2.7	0.2	1.9	0.1	1.6	0.6	3.9
I55-56 ACCOMMODATION AND FOOD SERVICES	5.8	4.7	1.0	3.8	3.4	4.6	1.4	6.3
I55 Accommodation	2.2	9.4	0.5	5.7	1.1	10.9	0.6	12.2
I56 Food & Beverage Services	3.6	3.6	0.5	2.9	2.3	3.6	0.8	4.5
J58-63 INFORMATION AND COMMUNICATIONS	3.2	4.4	3.0	4.6	0.2	3.2	-	-
J58-61 Telecommunications, Broadcasting & Publishing	0.7	2.7	0.5	2.7	0.1	2.9	-	-
J62-63 IT & Other Information Services	2.5	5.2	2.5	5.4	0.1	3.8	-	-
K64-66 FINANCIAL AND INSURANCE SERVICES	5.5	4.0	5.3	4.2	0.2	2.4	-	-
K64 & 66 (excl.662) Financial Services	4.9	4.0	4.7	4.2	0.1	2.1	-	-
K65 & 662 Insurance Services	0.7	3.8	0.6	4.0	0.1	2.9	-	-
L68 REAL ESTATE SERVICES	1.2	2.8	0.7	3.1	0.2	2.4	0.3	2.4
M69-75 PROFESSIONAL SERVICES	3.5	3.0	2.8	3.2	0.3	2.7	0.4	2.2
M69-70 Legal, Accounting & Management Services	2.2	3.8	1.8	3.7	0.2	2.8	0.2	9.9
M71 Architectural & Engineering Services	0.9	2.3	0.7	3.1	0.1	2.6	0.1	0.9
Other Professional Services	0.3	2.0	0.3	2.1	-	-	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.2	2.7	0.6	2.9	1.4	3.3	1.2	2.1
N80 Security & Investigation	1.2	3.7	-	-	1.1	3.9	0.1	3.0
N81 Cleaning & Landscaping	1.0	1.8	-	-	0.1	2.7	0.9	1.9
Other Administrative & Support Services	1.1	2.9	0.6	3.5	0.2	1.9	0.3	3.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	9.7	2.8	7.3	2.8	2.0	3.0	0.4	1.8
O84,P85 Public Administration & Education	5.0	2.7	4.6	2.8	0.3	2.5	0.1	1.6
Q86-88 Health & Social Services	3.2	3.3	2.1	3.2	1.0	4.0	0.1	2.1
R90-93 Arts, Entertainment & Recreation	0.9	2.3	0.3	2.0	0.5	2.5	0.1	2.2
S,T,U Other Community, Social & Personal Services	0.7	2.3	0.3	2.9	0.3	2.4	0.1	1.3
<b>A,B,D,E,V OTHERS*</b>	<b>0.3</b>	<b>1.7</b>	<b>0.3</b>	<b>2.2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

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

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

- : nil or negligible

Notes :

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

## 7.1 LABOUR TURNOVER

### AVERAGE MONTHLY RECRUITMENT RATE BY INDUSTRY AND OCCUPATIONAL GROUP

Per Cent

	2016	2017	2018	2Q	
				2018	2019
<b>TOTAL</b>	<b>2.2</b>	<b>2.1</b>	<b>2.3</b>	<b>2.5</b>	<b>2.4</b>
<b>INDUSTRY (SSIC 2015)</b>					
<b>C10-32 MANUFACTURING</b>	<b>1.6</b>	<b>1.8</b>	<b>1.9</b>	<b>2.1</b>	<b>2.0</b>
C10-12 Food, Beverages & Tobacco	2.9	3.0	3.2	3.6	3.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.6	1.9	1.8	2.1	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	1.4	1.3	1.3	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	1.4	1.6	1.9	2.2	1.9
C26 Electronic, Computer & Optical Products	1.6	2.5	1.8	2.2	2.0
C29-30 Transport Equipment	1.2	1.2	1.7	1.8	1.7
Other Manufacturing Industries	1.8	1.6	1.6	1.7	1.9
<b>F41-43 CONSTRUCTION</b>	<b>2.1</b>	<b>1.7</b>	<b>2.0</b>	<b>2.3</b>	<b>2.4</b>
<b>G-U SERVICES</b>	<b>2.4</b>	<b>2.3</b>	<b>2.4</b>	<b>2.7</b>	<b>2.5</b>
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>	<b>2.5</b>	<b>2.4</b>	<b>2.4</b>	<b>2.7</b>	<b>2.4</b>
G46 Wholesale Trade	1.9	1.8	2.0	2.2	2.2
G47 Retail Trade	3.8	3.5	3.4	3.7	3.0
<b>H49-53 TRANSPORTATION AND STORAGE</b>	<b>1.8</b>	<b>1.7</b>	<b>1.8</b>	<b>2.2</b>	<b>1.8</b>
H49,5221 Land Transport & Supporting Services	1.9	1.7	1.8	2.0	1.5
H50,5222, 5225 Water Transport & Supporting Services	1.4	1.5	1.1	1.4	1.3
H51,5223 Air Transport & Supporting Services	1.3	1.1	1.6	2.1	1.6
Other Transportation & Storage Services	2.4	2.3	2.5	3.0	2.5
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>	<b>3.9</b>	<b>3.7</b>	<b>3.7</b>	<b>4.1</b>	<b>4.6</b>
I55 Accommodation	2.9	2.8	2.8	3.5	4.1
I56 Food & Beverage Services	4.2	4.0	3.9	4.2	4.7
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>	<b>2.2</b>	<b>2.0</b>	<b>2.3</b>	<b>2.5</b>	<b>2.5</b>
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.6	1.7	1.9	1.8
J62-63 IT & Other Information Services	2.4	2.2	2.6	2.8	2.9
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>	<b>1.9</b>	<b>1.8</b>	<b>2.1</b>	<b>2.2</b>	<b>2.1</b>
K64 & 66 (excl.662) Financial Services	1.8	1.8	2.1	2.2	2.0
K65 & 662 Insurance Services	2.5	2.3	2.2	2.2	2.5
<b>L68 REAL ESTATE SERVICES</b>	<b>3.5</b>	<b>3.4</b>	<b>3.3</b>	<b>3.8</b>	<b>3.3</b>
<b>M69-75 PROFESSIONAL SERVICES</b>	<b>2.3</b>	<b>2.0</b>	<b>2.5</b>	<b>2.6</b>	<b>2.3</b>
M69-70 Legal, Accounting & Management Services	2.3	2.1	2.3	2.1	2.3
M71 Architectural & Engineering Services	2.3	1.9	2.8	3.3	2.4
Other Professional Services	2.0	1.8	2.3	2.3	2.2
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>	<b>4.4</b>	<b>4.6</b>	<b>4.5</b>	<b>5.1</b>	<b>4.9</b>
N80 Security & Investigation	3.5	3.7	3.9	4.0	4.6
N81 Cleaning & Landscaping	4.8	4.6	4.7	5.2	5.1
Other Administrative & Support Services	4.9	5.5	4.5	5.5	4.9
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>	<b>1.4</b>	<b>1.3</b>	<b>1.5</b>	<b>1.5</b>	<b>1.6</b>
O84,P85 Public Administration & Education	1.1	1.0	1.1	1.0	1.0
Q86-88 Health & Social Services	1.6	1.6	1.7	1.8	2.0
R90-93 Arts, Entertainment & Recreation	1.7	1.8	1.9	2.0	2.6
S,T,U Other Community, Social & Personal Services	2.2	2.0	2.6	2.8	2.1
<b>A,B,D,E,V OTHERS*</b>	<b>1.3</b>	<b>1.4</b>	<b>1.8</b>	<b>1.8</b>	<b>1.6</b>
<b>OCCUPATIONAL GROUP</b>					
Professionals, Managers, Executives & Technicians	1.6	1.5	1.7	1.9	1.8
Clerical, Sales & Service Workers	3.1	3.1	3.2	3.5	3.5
Production & Transport Operators, Cleaners & Labourers	2.5	2.4	2.5	3.0	2.8

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

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

Notes :

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



## 7.2 LABOUR TURNOVER

### AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

					Per Cent				
					2016	2017	2018	2Q	
								2018	2019
<b>TOTAL</b>					<b>1.8</b>	<b>1.8</b>	<b>1.8</b>	<b>2.0</b>	<b>2.0</b>
<b>INDUSTRY (SSIC 2015)</b>									
<b>C10-32</b>	<b>MANUFACTURING</b>				<b>1.5</b>	<b>1.5</b>	<b>1.6</b>	<b>1.8</b>	<b>1.7</b>
C10-12	Food, Beverages & Tobacco				2.6	2.5	2.8	3.3	3.3
C17,18,22	Paper / Rubber / Plastic Products & Printing				1.7	1.7	1.7	2.2	1.7
C19-21	Petroleum, Chemical & Pharmaceutical Products				0.9	0.9	0.9	0.9	0.9
C25,28	Fabricated Metal Products, Machinery & Equipment				1.5	1.6	1.5	1.7	1.6
C26	Electronic, Computer & Optical Products				1.4	1.5	1.6	1.8	1.8
C29-30	Transport Equipment				1.3	1.4	1.3	1.5	1.5
	Other Manufacturing Industries				1.4	1.3	1.5	1.4	1.8
<b>F41-43</b>	<b>CONSTRUCTION</b>				<b>1.7</b>	<b>1.8</b>	<b>1.8</b>	<b>2.0</b>	<b>1.9</b>
<b>G-U</b>	<b>SERVICES</b>				<b>1.9</b>	<b>1.9</b>	<b>1.9</b>	<b>2.1</b>	<b>2.1</b>
G46-47	WHOLESALE AND RETAIL TRADE				2.2	2.0	2.0	2.3	2.1
G46	Wholesale Trade				1.7	1.6	1.6	1.8	1.8
G47	Retail Trade				3.2	3.0	3.0	3.3	2.9
H49-53	TRANSPORTATION AND STORAGE				1.4	1.3	1.3	1.5	1.4
H49,5221	Land Transport & Supporting Services				1.3	1.3	1.3	1.6	1.2
H50,5222,5225	Water Transport & Supporting Services				1.0	0.9	0.9	1.1	1.0
H51,5223	Air Transport & Supporting Services				0.9	0.8	1.0	1.0	0.9
	Other Transportation & Storage Services				2.0	1.9	1.9	2.1	2.4
I55-56	ACCOMMODATION AND FOOD SERVICES				3.6	3.6	3.3	3.6	4.2
I55	Accommodation				2.6	2.6	2.4	3.1	3.0
I56	Food & Beverage Services				3.8	3.8	3.4	3.8	4.4
J58-63	INFORMATION AND COMMUNICATIONS				1.7	1.6	1.6	1.8	1.7
J58-61	Telecommunications, Broadcasting & Publishing				1.4	1.2	1.2	1.3	1.2
J62-63	IT & Other Information Services				1.9	1.8	1.8	2.0	2.0
K64-66	FINANCIAL AND INSURANCE SERVICES				1.2	1.3	1.4	1.6	1.5
K64 & 66 (excl.662)	Financial Services				1.2	1.2	1.3	1.5	1.4
K65 & 662	Insurance Services				1.6	1.6	1.6	1.9	1.8
L68	REAL ESTATE SERVICES				2.9	2.7	2.5	2.8	3.2
M69-75	PROFESSIONAL SERVICES				1.6	1.5	1.6	1.7	1.8
M69-70	Legal, Accounting & Management Services				1.7	1.6	1.6	1.7	1.8
M71	Architectural & Engineering Services				1.5	1.5	1.7	1.7	1.9
	Other Professional Services				1.6	1.5	1.8	1.9	1.8
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES				3.5	3.6	3.4	3.7	4.1
N80	Security & Investigation				2.8	3.0	3.0	3.2	4.2
N81	Cleaning & Landscaping				4.1	4.3	4.2	4.5	4.3
	Other Administrative & Support Services				3.3	3.3	2.5	2.7	3.7
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES				1.0	1.0	1.1	1.2	1.2
O84,P85	Public Administration & Education				0.7	0.6	0.7	0.8	0.8
Q86-88	Health & Social Services				1.1	1.1	1.2	1.2	1.2
R90-93	Arts, Entertainment & Recreation				1.6	1.6	1.5	1.9	2.0
S,T,U	Other Community, Social & Personal Services				1.9	1.8	2.3	2.7	2.1
<b>A,B,D,E,V</b>	<b>OTHERS*</b>				<b>1.2</b>	<b>1.4</b>	<b>1.4</b>	<b>1.4</b>	<b>1.2</b>
<b>OCCUPATIONAL GROUP</b>									
	Professionals, Managers, Executives & Technicians				1.2	1.2	1.3	1.4	1.4
	Clerical, Sales & Service Workers				2.7	2.6	2.5	2.8	3.0
	Production & Transport Operators, Cleaners & Labourers				2.1	2.2	2.2	2.5	2.4

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

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

Notes :

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

## 7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY  
AND OCCUPATIONAL GROUP, SECOND QUARTER 2019

Per Cent

Industry (SSIC 2015)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
<b>TOTAL</b>	<b>2.4</b>	<b>2.0</b>	<b>1.8</b>	<b>1.4</b>	<b>3.5</b>	<b>3.0</b>	<b>2.8</b>	<b>2.4</b>
<b>C10-32 MANUFACTURING</b>	<b>2.0</b>	<b>1.7</b>	<b>1.5</b>	<b>1.2</b>	<b>3.3</b>	<b>2.5</b>	<b>2.2</b>	<b>2.1</b>
C10-12 Food, Beverages & Tobacco	3.8	3.3	2.8	2.1	6.1	4.4	3.1	3.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.9	1.7	1.5	1.1	1.5	1.5	2.2	2.2
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.3	0.9	1.2	0.8	1.7	1.3	1.7	1.2
C25,28 Fabricated Metal Products, Machinery & Equipment	1.9	1.6	1.7	1.3	2.4	1.9	2.1	1.7
C26 Electronic, Computer & Optical Products	2.0	1.8	1.4	1.3	1.8	1.5	2.9	2.6
C29-30 Transport Equipment	1.7	1.5	1.2	0.9	2.0	1.5	2.0	1.9
Other Manufacturing Industries	1.9	1.8	2.0	1.5	3.3	2.5	1.7	1.8
<b>F41-43 CONSTRUCTION</b>	<b>2.4</b>	<b>1.9</b>	<b>2.1</b>	<b>1.9</b>	<b>2.3</b>	<b>2.1</b>	<b>2.6</b>	<b>1.9</b>
<b>G-U SERVICES</b>	<b>2.5</b>	<b>2.1</b>	<b>1.8</b>	<b>1.4</b>	<b>3.6</b>	<b>3.1</b>	<b>3.4</b>	<b>2.9</b>
G46-47 WHOLESALE AND RETAIL TRADE	2.4	2.1	1.7	1.5	3.3	3.0	2.8	2.4
G46 Wholesale Trade	2.2	1.8	1.7	1.3	3.0	2.6	2.9	2.3
G47 Retail Trade	3.0	2.9	2.0	2.1	3.4	3.2	2.5	2.7
H49-53 TRANSPORTATION AND STORAGE	1.8	1.4	1.6	1.2	2.0	1.3	1.8	1.6
H49,5221 Land Transport & Supporting Services	1.5	1.2	1.3	1.0	2.4	1.7	1.3	1.2
H50,5222, 5225 Water Transport & Supporting Services	1.3	1.0	1.5	1.0	1.8	1.0	1.0	1.0
H51,5223 Air Transport & Supporting Services	1.6	0.9	1.3	0.6	1.5	0.8	3.1	2.3
Other Transportation & Storage Services	2.5	2.4	2.0	2.0	3.0	2.5	2.8	2.7
I55-56 ACCOMMODATION AND FOOD SERVICES	4.6	4.2	3.2	2.6	5.2	4.8	4.5	4.0
I55 Accommodation	4.1	3.0	3.7	2.6	4.7	3.4	3.6	2.8
I56 Food & Beverage Services	4.7	4.4	2.9	2.7	5.2	5.0	4.8	4.3
J58-63 INFORMATION AND COMMUNICATIONS	2.5	1.7	2.5	1.6	2.7	1.9	5.7	5.5
J58-61 Telecommunications, Broadcasting & Publishing	1.8	1.2	1.7	1.2	2.2	1.3	4.3	4.5
J62-63 IT & Other Information Services	2.9	2.0	2.8	1.9	3.8	3.1	6.1	5.8
K64-66 FINANCIAL AND INSURANCE SERVICES	2.1	1.5	2.0	1.4	3.1	2.1	3.4	3.6
K64 & 66 (excl.662) Financial Services	2.0	1.4	2.0	1.4	2.9	2.1	3.7	3.8
K65 & 662 Insurance Services	2.5	1.8	2.2	1.7	3.7	1.9	0.5	1.0
L68 REAL ESTATE SERVICES	3.3	3.2	1.9	1.8	4.3	3.7	5.1	5.3
M69-75 PROFESSIONAL SERVICES	2.3	1.8	2.2	1.6	2.9	3.1	2.4	1.9
M69-70 Legal, Accounting & Management Services	2.3	1.8	2.2	1.6	2.8	3.1	1.7	0.9
M71 Architectural & Engineering Services	2.4	1.9	2.2	1.6	2.9	3.1	2.6	2.1
Other Professional Services	2.2	1.8	2.1	1.8	4.2	2.4	1.3	1.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.9	4.1	3.8	2.7	5.4	4.5	5.0	4.4
N80 Security & Investigation	4.6	4.2	2.7	2.9	5.0	4.5	1.0	1.9
N81 Cleaning & Landscaping	5.1	4.3	1.8	1.8	3.4	2.1	5.4	4.6
Other Administrative & Support Services	4.9	3.7	4.3	2.8	6.9	5.2	3.8	3.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.2	1.3	0.9	2.3	2.0	2.6	1.6
O84,P85 Public Administration & Education	1.0	0.8	1.0	0.7	1.7	1.3	1.5	1.1
Q86-88 Health & Social Services	2.0	1.2	1.7	1.0	2.5	1.8	2.3	1.2
R90-93 Arts, Entertainment & Recreation	2.6	2.0	2.2	1.7	2.5	2.5	4.3	1.1
S,T,U Other Community, Social & Personal Services	2.1	2.1	1.8	1.7	2.3	2.4	2.4	2.7
<b>A,B,D,E,V OTHERS*</b>	<b>1.6</b>	<b>1.2</b>	<b>1.3</b>	<b>0.7</b>	<b>1.8</b>	<b>1.3</b>	<b>2.4</b>	<b>2.2</b>

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

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

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

## 8.1 HOURS WORKED

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

Industry (SSIC 2015)		Hours								
		2016	2017	2018	2018			2019		
					Jun	Sep	Dec	Mar	Jun	
<b>TOTAL</b>		<b>45.5</b>	<b>45.1</b>	<b>44.8</b>	<b>44.9</b>	<b>44.9</b>	<b>44.7</b>	<b>44.6</b>	<b>44.7</b>	
<b>C10-32 MANUFACTURING</b>		<b>48.9</b>	<b>48.5</b>	<b>48.3</b>	<b>48.4</b>	<b>48.5</b>	<b>48.0</b>	<b>47.7</b>	<b>48.0</b>	
C10-12	Food, Beverages & Tobacco	46.6	46.4	45.6	45.9	45.7	45.1	45.1	45.5	
C17,18,22	Paper / Rubber / Plastic Products & Printing	48.5	48.6	48.3	48.5	48.2	47.7	47.6	48.1	
C19-21	Petroleum, Chemical & Pharmaceutical Products	44.9	44.4	44.1	44.4	44.0	44.0	44.3	43.8	
C25,28	Fabricated Metal Products, Machinery & Equipment	50.4	50.1	49.8	50.2	50.0	49.0	48.7	49.2	
C26	Electronic, Computer & Optical Products	47.0	46.9	47.1	46.8	47.4	47.9	46.3	46.5	
C29-30	Transport Equipment	51.3	50.6	50.7	50.5	51.3	50.1	50.8	51.4	
	Other Manufacturing Industries	48.6	48.5	48.0	48.5	48.3	47.3	47.3	47.9	
<b>F41-43 CONSTRUCTION</b>		<b>52.0</b>	<b>50.8</b>	<b>50.4</b>	<b>50.6</b>	<b>50.6</b>	<b>49.8</b>	<b>49.5</b>	<b>50.3</b>	
<b>G-U SERVICES</b>		<b>43.2</b>	<b>43.1</b>	<b>42.9</b>	<b>42.9</b>	<b>42.9</b>	<b>42.9</b>	<b>42.9</b>	<b>42.9</b>	
<b>G46-47 WHOLESALE AND RETAIL TRADE</b>		<b>42.7</b>	<b>42.8</b>	<b>42.9</b>	<b>43.1</b>	<b>43.0</b>	<b>42.7</b>	<b>42.6</b>	<b>42.8</b>	
G46	Wholesale Trade	43.0	43.2	43.3	43.5	43.3	43.0	42.9	43.0	
G47	Retail Trade	42.1	42.1	42.0	42.3	42.2	42.1	41.9	42.4	
<b>H49-53 TRANSPORTATION AND STORAGE</b>		<b>45.9</b>	<b>45.5</b>	<b>45.6</b>	<b>45.6</b>	<b>45.5</b>	<b>45.7</b>	<b>45.7</b>	<b>46.1</b>	
H49,5221	Land Transport & Supporting Services	45.9	45.3	45.2	44.9	45.2	45.9	45.8	47.5	
H50,5222, 5225	Water Transport & Supporting Services	44.7	44.3	44.5	44.6	44.4	44.5	44.3	44.9	
H51,5223	Air Transport & Supporting Services	45.7	45.1	45.0	45.0	45.0	44.9	45.8	44.8	
	Other Transportation & Storage Services	46.8	46.9	46.9	47.2	46.7	46.8	46.3	46.6	
<b>I55-56 ACCOMMODATION AND FOOD SERVICES</b>		<b>42.0</b>	<b>42.2</b>	<b>41.5</b>	<b>41.5</b>	<b>41.3</b>	<b>41.5</b>	<b>41.7</b>	<b>41.4</b>	
I55	Accommodation	46.2	46.1	45.7	45.5	45.4	46.0	45.6	45.6	
I56	Food & Beverage Services	41.1	41.3	40.6	40.6	40.5	40.6	40.8	40.4	
<b>J58-63 INFORMATION AND COMMUNICATIONS</b>		<b>41.4</b>	<b>41.5</b>	<b>41.7</b>	<b>41.7</b>	<b>41.7</b>	<b>41.8</b>	<b>41.7</b>	<b>41.8</b>	
J58-61	Telecommunications, Broadcasting & Publishing	41.7	41.6	41.6	41.6	41.5	41.9	41.6	42.1	
J62-63	IT & Other Information Services	41.2	41.5	41.7	41.7	41.8	41.8	41.7	41.6	
<b>K64-66 FINANCIAL AND INSURANCE SERVICES</b>		<b>41.1</b>	<b>41.1</b>	<b>41.1</b>	<b>41.1</b>	<b>41.1</b>	<b>41.2</b>	<b>41.2</b>	<b>41.2</b>	
K64 & 66 (excl.662)	Financial Services	41.2	41.3	41.3	41.2	41.3	41.4	41.4	41.3	
K65 & 662	Insurance Services	40.1	40.1	40.1	40.0	40.1	40.2	40.2	40.1	
L68	REAL ESTATE SERVICES	45.0	44.6	44.0	44.1	43.9	44.2	44.2	44.4	
<b>M69-75 PROFESSIONAL SERVICES</b>		<b>43.3</b>	<b>43.1</b>	<b>43.0</b>	<b>42.9</b>	<b>43.0</b>	<b>43.1</b>	<b>42.8</b>	<b>43.1</b>	
M69-70	Legal, Accounting & Management Services	41.3	41.2	41.1	40.9	41.2	41.2	40.9	40.7	
M71	Architectural & Engineering Services	46.5	46.1	46.1	46.2	45.9	46.2	46.0	46.8	
	Other Professional Services	42.0	42.4	41.8	41.5	42.1	42.0	41.9	42.3	
<b>N77-82 ADMINISTRATIVE AND SUPPORT SERVICES</b>		<b>46.6</b>	<b>46.7</b>	<b>46.0</b>	<b>45.9</b>	<b>45.8</b>	<b>46.0</b>	<b>46.0</b>	<b>46.3</b>	
N80	Security & Investigation	51.2	52.3	51.4	51.9	51.0	50.9	51.6	51.4	
N81	Cleaning & Landscaping	44.0	44.4	44.7	44.5	44.7	44.8	44.6	44.4	
	Other Administrative & Support Services	44.9	44.5	44.1	43.9	43.9	44.4	44.1	44.8	
<b>O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES</b>		<b>42.1</b>	<b>41.9</b>	<b>41.8</b>	<b>41.8</b>	<b>41.8</b>	<b>41.9</b>	<b>41.8</b>	<b>41.8</b>	
O84,P85	Public Administration & Education	41.6	41.4	41.2	41.1	41.2	41.2	41.2	41.3	
Q86-88	Health & Social Services	42.0	41.9	42.0	42.0	42.0	41.9	41.9	41.9	
R90-93	Arts, Entertainment & Recreation	44.0	43.7	43.8	44.0	43.7	43.7	43.8	43.6	
S,T,U	Other Community, Social & Personal Services	42.9	42.8	42.3	42.0	41.9	43.4	42.8	42.3	
<b>A,B,D,E,V OTHERS*</b>		<b>45.7</b>	<b>45.4</b>	<b>45.4</b>	<b>45.5</b>	<b>45.5</b>	<b>45.1</b>	<b>45.3</b>	<b>44.7</b>	

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

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

Notes :

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

## 8.2 HOURS WORKED

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

		Hours							
Industry (SSIC 2015)		2016	2017	2018	2018			2019	
					Jun	Sep	Dec	Mar	Jun
<b>TOTAL</b>		<b>3.3</b>	<b>3.0</b>	<b>2.8</b>	<b>2.9</b>	<b>2.9</b>	<b>2.7</b>	<b>2.6</b>	<b>2.8</b>
<b>C10-32</b>	<b>MANUFACTURING</b>	<b>5.9</b>	<b>5.6</b>	<b>5.5</b>	<b>5.6</b>	<b>5.8</b>	<b>5.2</b>	<b>4.9</b>	<b>5.4</b>
C10-12	Food, Beverages & Tobacco	4.0	3.9	3.6	3.7	3.8	3.5	3.2	3.8
C17,18,22	Paper / Rubber / Plastic Products & Printing	5.2	5.3	5.2	5.5	5.1	4.5	4.4	4.9
C19-21	Petroleum, Chemical & Pharmaceutical Products	2.8	2.5	2.4	2.8	2.4	2.2	2.2	2.2
C25,28	Fabricated Metal Products, Machinery & Equipment	6.9	6.8	6.5	7.0	6.6	5.7	5.4	6.1
C26	Electronic, Computer & Optical Products	4.6	4.5	4.9	4.6	5.1	5.5	3.9	4.3
C29-30	Transport Equipment	7.7	7.1	7.3	7.1	8.0	6.7	7.4	8.0
	Other Manufacturing Industries	6.0	6.0	5.5	5.9	5.7	4.9	4.9	5.6
<b>F41-43</b>	<b>CONSTRUCTION</b>	<b>7.7</b>	<b>6.6</b>	<b>6.4</b>	<b>6.6</b>	<b>6.7</b>	<b>6.1</b>	<b>5.8</b>	<b>6.4</b>
<b>G-U</b>	<b>SERVICES</b>	<b>1.6</b>	<b>1.5</b>	<b>1.5</b>	<b>1.5</b>	<b>1.5</b>	<b>1.4</b>	<b>1.4</b>	<b>1.5</b>
G46-47	WHOLESALE AND RETAIL TRADE	1.5	1.5	1.6	1.7	1.7	1.3	1.2	1.5
G46	Wholesale Trade	1.4	1.5	1.4	1.6	1.6	1.0	1.0	1.4
G47	Retail Trade	1.7	1.7	1.8	1.9	1.8	2.0	1.6	1.9
H49-53	TRANSPORTATION AND STORAGE	2.9	2.6	2.6	2.7	2.6	2.7	2.7	3.2
H49,5221	Land Transport & Supporting Services	3.2	2.8	2.8	2.6	2.8	3.3	3.2	5.1
H50,5222,5225	Water Transport & Supporting Services	2.0	1.6	1.9	1.9	1.9	1.9	1.7	2.5
H51,5223	Air Transport & Supporting Services	2.6	2.0	1.8	1.9	1.8	1.7	2.6	1.5
	Other Transportation & Storage Services	3.7	3.7	3.5	3.9	3.4	3.5	3.0	3.2
I55-56	ACCOMMODATION AND FOOD SERVICES	1.8	2.0	1.9	1.9	1.9	1.9	1.8	1.9
I55	Accommodation	2.4	2.4	2.3	2.1	2.4	2.5	2.2	2.2
I56	Food & Beverage Services	1.7	1.9	1.8	1.8	1.8	1.8	1.8	1.8
J58-63	INFORMATION AND COMMUNICATIONS	0.3	0.3	0.4	0.4	0.4	0.4	0.3	0.3
J58-61	Telecommunications, Broadcasting & Publishing	0.5	0.4	0.4	0.4	0.4	0.3	0.3	0.3
J62-63	IT & Other Information Services	0.2	0.3	0.4	0.4	0.4	0.4	0.4	0.2
K64-66	FINANCIAL AND INSURANCE SERVICES	0.2	0.2	0.1	0.2	0.1	0.1	0.1	0.1
K64 & 66 (excl.662)	Financial Services	0.2	0.2	0.2	0.2	0.1	0.1	0.1	0.1
K65 & 662	Insurance Services	0.2	0.2	0.1	0.2	0.1	0.1	0.1	0.2
L68	REAL ESTATE SERVICES	2.4	2.0	1.6	1.6	1.5	1.6	1.6	1.8
M69-75	PROFESSIONAL SERVICES	1.6	1.5	1.4	1.6	1.4	1.4	1.4	1.6
M69-70	Legal, Accounting & Management Services	0.5	0.4	0.3	0.3	0.3	0.3	0.3	0.2
M71	Architectural & Engineering Services	3.6	3.3	3.3	3.6	3.2	3.3	3.4	4.0
	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	4.1	3.9	4.0	4.1	4.5
N80	Security & Investigation	9.3	9.8	9.9	10.2	9.5	9.7	10.5	10.2
N81	Cleaning & Landscaping	2.0	2.5	2.7	2.8	2.7	2.7	2.7	2.8
	Other Administrative & Support Services	2.9	2.6	2.0	2.0	2.0	1.8	1.6	2.2
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.4	0.4	0.4	0.4	0.4	0.5	0.4	0.4
O84,P85	Public Administration & Education	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Q86-88	Health & Social Services	0.4	0.4	0.4	0.5	0.4	0.4	0.5	0.4
R90-93	Arts, Entertainment & Recreation	1.4	1.2	1.3	1.4	1.2	1.4	1.1	1.1
S,T,U	Other Community, Social & Personal Services	1.0	1.1	1.2	1.2	1.1	1.5	1.1	1.3
<b>A,B,D,E,V</b>	<b>OTHERS*</b>	<b>3.1</b>	<b>2.9</b>	<b>2.8</b>	<b>2.9</b>	<b>3.0</b>	<b>2.5</b>	<b>2.8</b>	<b>2.2</b>

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

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

Notes :

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

## Explanatory Notes

### Unemployment

#### Source

Labour Force Survey

#### Coverage

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

#### Concepts and Definitions

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

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

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

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

#### Uses and Limitations

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

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

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

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

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

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

## Employment

### Source

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

### Coverage

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

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

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

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

### Concepts and Definitions

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

### Uses and Limitations

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

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

## Retrenchment

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

**Retrenchment** refers to

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

In the public sector, it includes those who left service under the Special Resignation Scheme<sup>2</sup>.

### Uses and Limitations

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

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

## Re-entry into Employment

### Source

Labour Market Survey and derived based on data from administrative records

### 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 administrative records. Hence, it does not capture retrenched workers who went into self or informal employment or undergo training while looking for a job.

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

## Concepts and Definitions

**Re-entry rate** is defined as the proportion of retrenched residents who re-entered employment. The re-entry rate (6 months post-retrenchment) refers to the re-entry rate in a quarter for the residents retrenched six months ago. For example, the re-entry rate for the first quarter 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 administrative records do not capture workers who went into self or informal employment or undergo training while looking for a job.

## Job Vacancy

### Source

Labour Market Survey

### Coverage

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

## Concepts and Definitions

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

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

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

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



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

### Uses and Limitations

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

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

## Labour Turnover

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

### Uses and Limitations

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

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

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

## Paid Hours Worked

### Source

Labour Market Survey

### Coverage

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

### Concepts and Definitions

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

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

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

### Uses and Limitations

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

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

## Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
<b>UNEMPLOYMENT</b>						
Number of Unemployed Residents	Jun 19 <sup>P</sup>	97,800	2,400	2.5%	93,100	102,600
Resident Unemployment Rate	Jun 19 <sup>P</sup>	4.2%	0.11%-pt	2.5%	4.0%	4.4%
<b>JOB VACANCY</b>						
Job Vacancy Number	Jun 19	48,500	800	1.6%	46,900	50,000
Job Vacancy Rate	Jun 19	2.6%	0.04%-pt	1.6%	2.5%	2.7%
<b>LABOUR TURNOVER</b>						
Average Monthly Recruitment Rate	2Q 19	2.4%	0.03%-pt	1.1%	2.4%	2.5%
Average Monthly Resignation Rate	2Q 19	2.0%	0.02%-pt	1.1%	2.0%	2.1%
<b>HOURS WORKED</b>						
Average Weekly Paid Overtime Hours Worked Per Employee	Jun 19	2.8	0.03	1.2%	2.7	2.9

<sup>P</sup>: Preliminary

Note: Data are non-seasonally adjusted.

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