

LABOUR MARKET FIRST QUARTER 2016



**MINISTRY OF
MANPOWER**

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LABOUR MARKET FIRST QUARTER 2016

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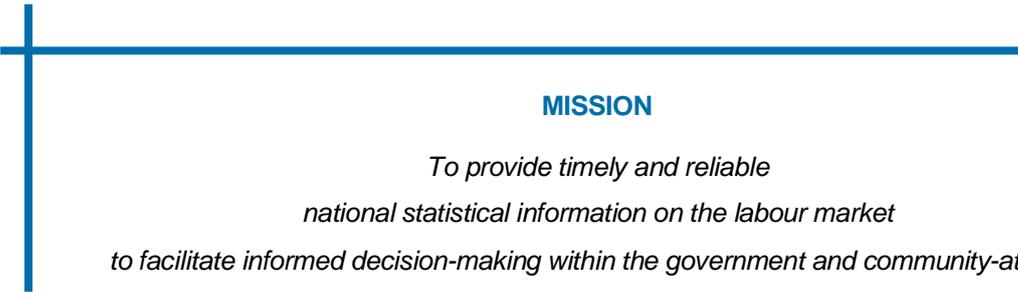
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Notations

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

Abbreviations

- CPF : Central Provident Fund
- EDB : Economic Development Board
- excl : Excluding
- 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

Highlights

- Overall unemployment in March 2016 was unchanged from December 2015, and declined among residents and citizens. Unemployment rose among residents aged 30 and over, in particular, among the 50 and over for the fourth consecutive quarter. This increase was offset by the decline in unemployment rate for younger residents aged below 30 due to lower labour force participation rate among youths aged 15 to 24. Long-term unemployment rate rose, with increases across most education and age groups. Total employment grew more slowly in the first quarter of 2016 than the seasonally high growth in the fourth quarter of 2015, but higher than the contraction in first quarter 2015. As job openings trended lower, the ratio of job openings to job seekers moderated further. Layoffs declined, but were the highest first quarter redundancies since 2009.
- Quarter-on-quarter (seasonally adjusted), overall unemployment rate remained unchanged at 1.9% in March 2016, compared to December 2015, and declined among residents (2.9% to 2.7%) and citizens (3.0% to 2.6%). However, unemployment rose among residents aged 30 and over, in particular, among the 50 and over for the fourth consecutive quarter. This increase was offset by the decline in unemployment rate for younger residents aged below 30 due to lower labour force participation rate among youths aged 15 to 24.
- Long-term unemployment (LTU) rate for residents rose to 0.7% in March 2016 from 0.5% in March 2015. The increase observed among residents with secondary & below and diploma & above qualifications, as well as aged 30 and over.
- Total employment grew by 13,000 in the first quarter of 2016. This was lower than the seasonal high of 16,100 in the preceding quarter but higher than the contraction in the first quarter of 2015 (-6,100).
- Redundancies declined in the first quarter of 2016 to 4,710, from 5,370 in the fourth quarter of 2015. However, it was still higher than the same period last year (3,500) and the highest first quarter redundancies since 2009.
- Based on Central Provident Fund (CPF) records, 46% of residents made redundant in the fourth quarter of 2015 re-entered employment by March 2016, down from 50% from the previous quarter and 57% from the same period a year ago. This is the lowest since June 2009 (43%).
- Continuing the trend observed since the beginning of 2015, the seasonally adjusted vacancies continued to decline from 53,900 in December 2015 to 50,000 in March 2016. This brought the seasonally adjusted ratio of job vacancies to unemployed persons down to 103 openings per 100 seekers in March 2016, from 112 in December 2015 and 139 in March 2015. The ratio is the lowest since June 2012 (98).

Overview

Overall unemployment in March 2016 was unchanged from December 2015, and declined among residents and citizens. Unemployment rose among residents aged 30 and over, in particular, among the 50 and over for the fourth consecutive quarter. This increase was offset by the decline in unemployment rate for younger residents aged below 30 due to lower labour force participation rate among youths aged 15 to 24. Long-term unemployment rate rose, with increases across most education and age groups. Total employment grew more slowly in the first quarter of 2016 than the seasonally high growth in the fourth quarter of 2015, but higher than the contraction in first quarter 2015. As job openings trended lower, the ratio of job openings to job seekers moderated further. Layoffs declined, but were the highest first quarter redundancies since 2009.

Unemployment

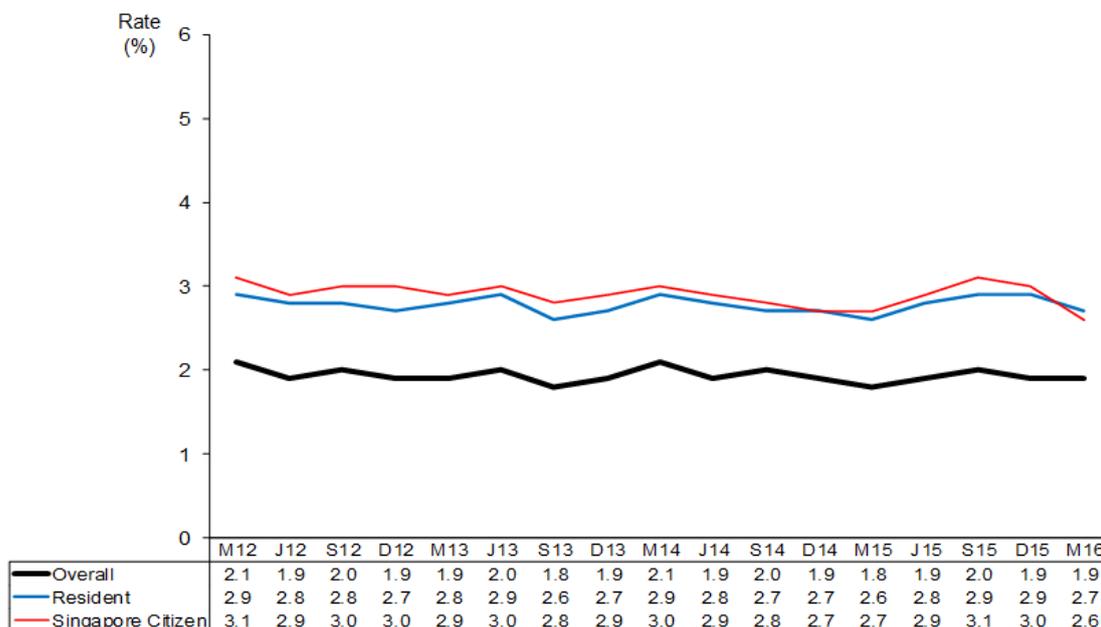
Overall unemployment unchanged

Quarter-on-quarter (seasonally adjusted), overall unemployment rate remained unchanged at 1.9% in March 2016, compared to December 2015. Unemployment declined among residents (2.9% to 2.7%) and citizens (3.0% to 2.6%) over the same period.

An estimated 60,400 residents, including 50,800 Singapore citizens were unemployed in March 2016. This was lower than 64,600 (residents) and 57,900 (citizens) in December 2015¹.

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

Chart 1: Unemployment Rate
(Seasonally Adjusted)



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

Note: Seasonally adjusted data are revised using the latest set of seasonal factors and updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

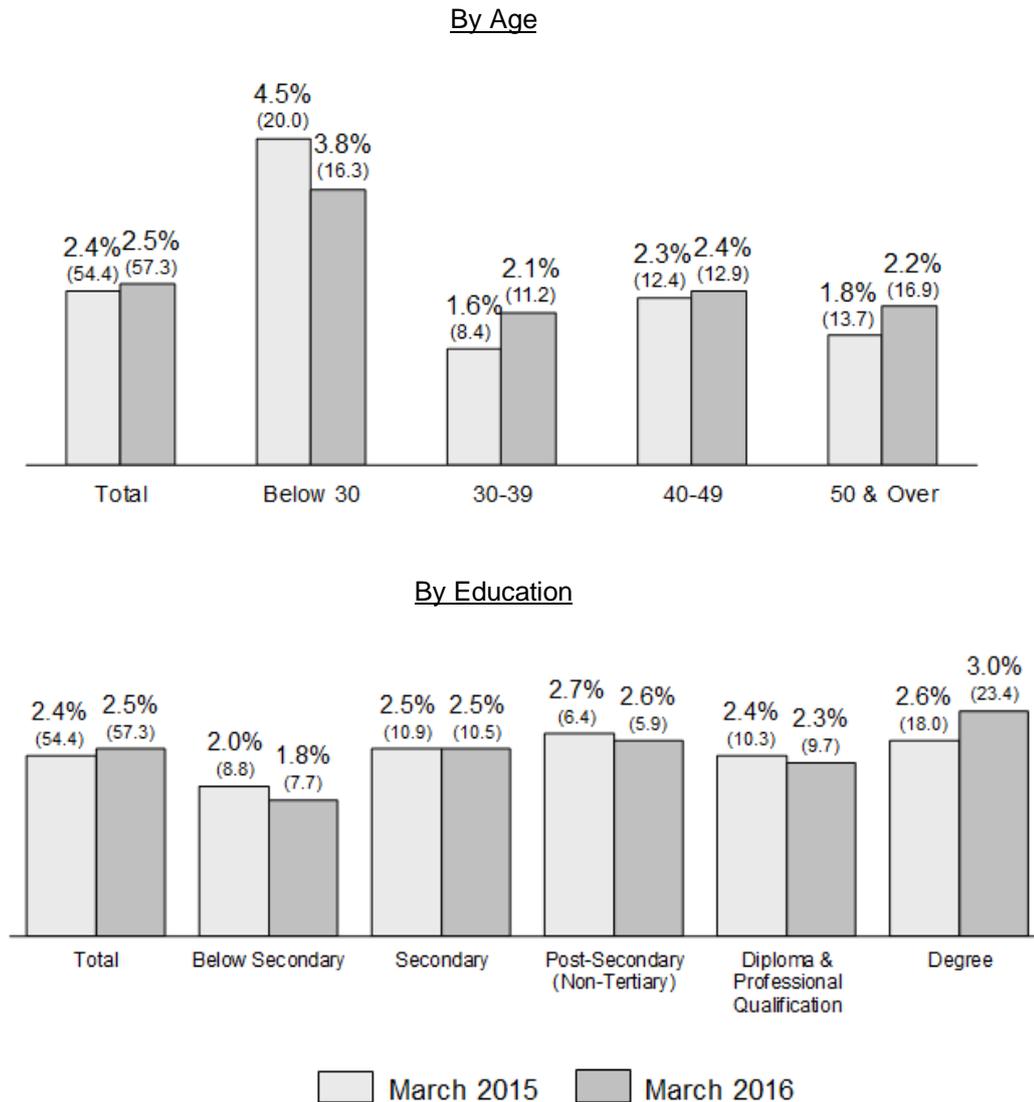
Year-on-year (non-seasonally adjusted), unemployment increased marginally for residents from 2.4% in March 2015 to 2.5% in March 2016. Unemployment declined for younger residents aged below 30, due to lower labour force participation rate among youths aged 15 to 24. However, it rose for residents in their 30s and over. In particular, unemployment went up for residents aged 50 and over from 1.8% to 2.2%. This is the fourth consecutive quarter of increase, bringing the average rate of the last four quarters to 2.5%, up from 2.1% a year ago².

By qualifications, unemployment declined year-on-year in March 2016 for most non-degree holders³. However, it rose for degree holders from 2.6% to 3.0%.

² Unemployment rates are based on the last month of each quarter.

³ Except for the secondary-educated residents whose unemployment rate was unchanged over the year in March 2016.

Chart 2: Resident Unemployment Rate And Number By Age And Education
(Non-Seasonally Adjusted)



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

Note: Figures in brackets refer to the number of unemployed in thousands. They may not add up to the total due to rounding.

Long-term unemployment rate increased

Resident long-term unemployment (LTU) rate⁴ increased from 0.5% in March 2015 to 0.7% in March 2016. The share of long term unemployed residents among unemployed residents also rose from 21% in March 2015 to 26% in March 2016, the highest of the March periods since 2005.

The increase in long term unemployment rate was observed among residents with secondary & below and diploma & above qualifications, as well as aged 30 and over.

⁴ 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 3: Resident Long-Term Unemployment Rate
(Non-Seasonally Adjusted)

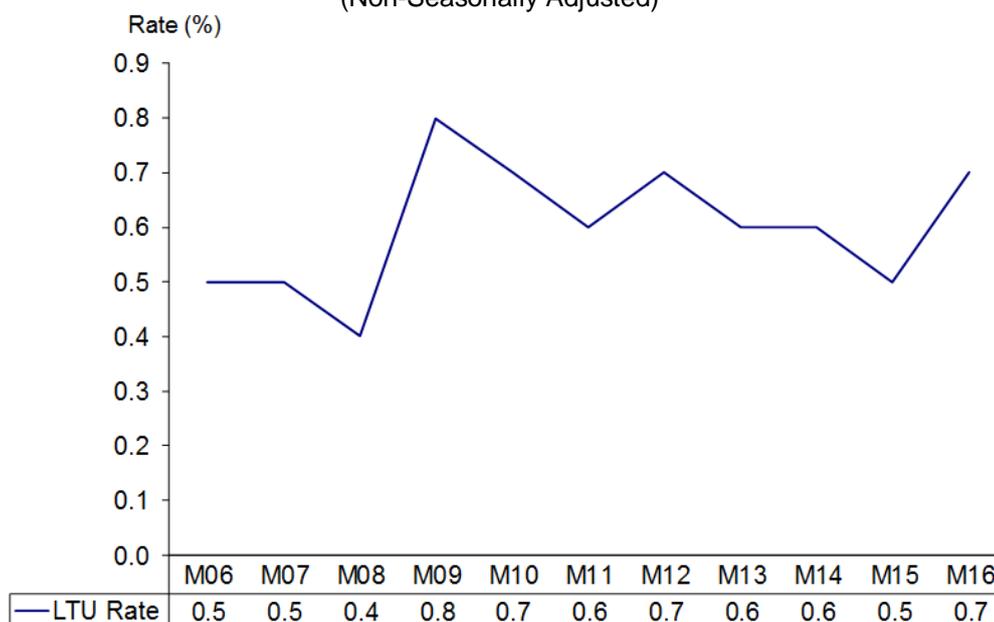
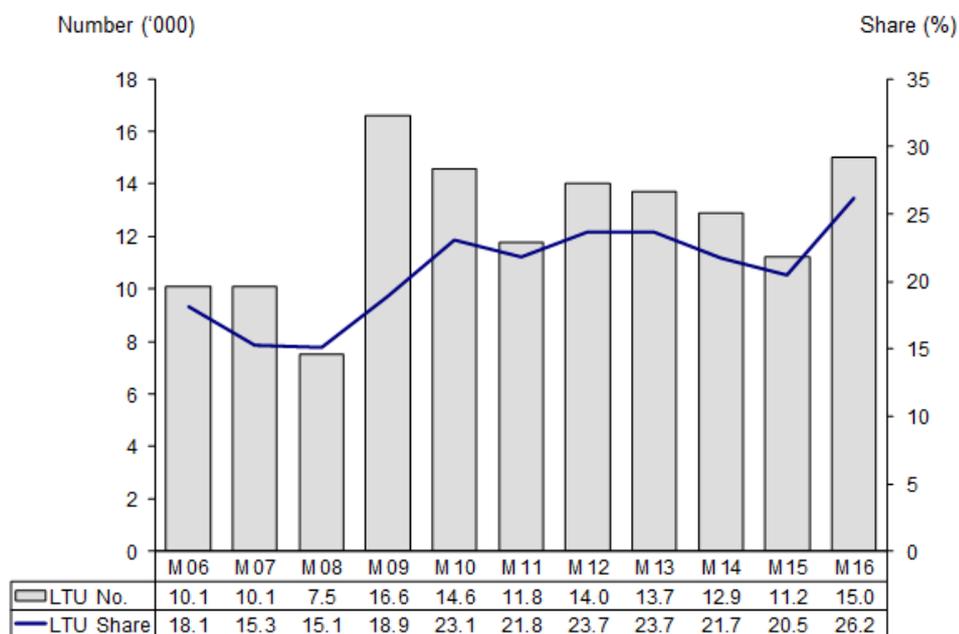


Chart 4: Number And Share Of Resident Long-Term Unemployed
(Non-Seasonally Adjusted)

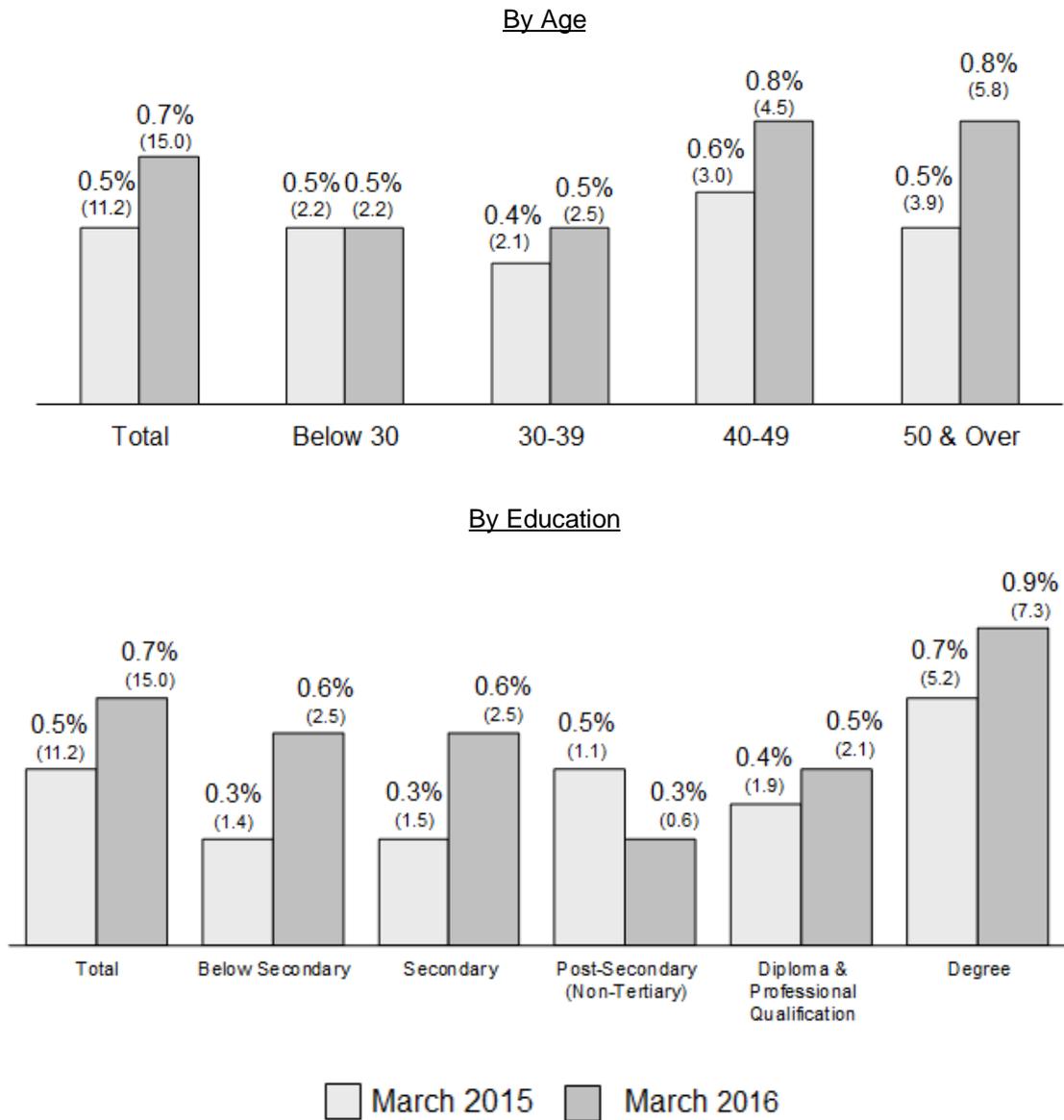


Source: Labour Force Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Long-term unemployed refers to those unemployed for at least 25 weeks.
- (2) The share represents the long-term unemployed as a proportion of unemployed residents.

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



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

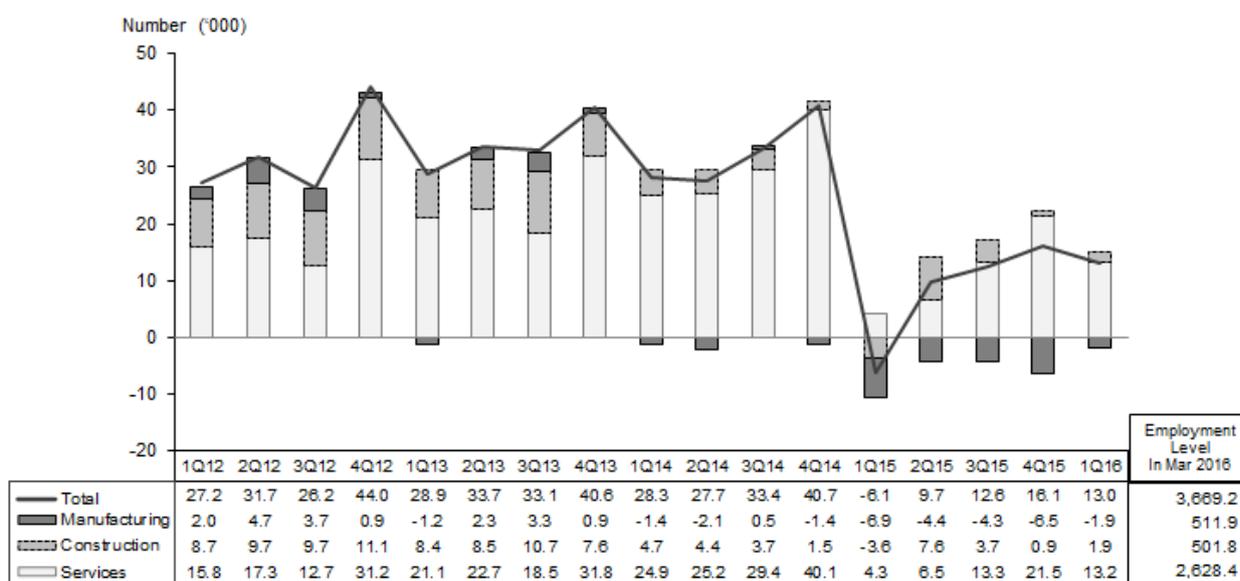
Note: Figures in brackets refer to the number of long-term unemployed in thousands. They may not add up to the total due to rounding.

Employment

Employment grew in the first quarter of 2016, a reversal from declines a year ago

Total employment grew by 13,000 in the first quarter of 2016. This was lower than the seasonal high of 16,100 in the fourth quarter of 2015, but higher than the contraction in the first quarter of 2015 (-6,100).

Chart 6: Employment Change By Sector



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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Data for the three major sectors do not add up to the total as the latter includes agriculture, fishing, quarrying, utilities and sewerage & waste management.
- (3) The industries are classified based on SSIC 2010.
- (4) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.

Employment in the first quarter 2016 was driven mainly by services (13,200) such as community, social & personal services (8,600)⁵, financial & insurance services (1,900) and transportation & storage (1,800). On the other hand, the declines were mainly in industries such as retail trade (-700) and accommodation (-400). While the declines were less pronounced than the same quarter a year ago⁶, firms remained less optimistic of hiring and business conditions⁷. Administrative & support services also saw declines in employment (-400).

Supported by public sector building activities, construction⁸ added another 1,900 in the first quarter 2016, higher than the contraction of (-3,600) in the same quarter a year ago. On the other hand, amid lower manufacturing output⁹, manufacturing employment continued to fall (-1,900) in the first quarter of 2016, extending into the sixth straight quarter of contraction. With sluggish external conditions, manufacturers, particularly in transport and precision engineering and general manufacturing, expect to reduce hiring in the second quarter of 2016¹⁰.

⁵ Community, social & personal services includes public administration & education, health & social services and arts, entertainment & recreation. The increase came mainly from public administration & education (2,700).

⁶ In the first quarter of 2015, employment fell by 4,800 in retail trade and 700 in accommodation.

⁷ These sectors were less optimistic in their business outlook, with a net weighted balance of 16% of firms in retail trade and 25% in accommodation expecting less favourable business activities in the next six months ending September 2016. Source: Business Expectations for the Services Sector, Second Quarter, 2016, Department of Statistics, MTI.

⁸ The construction sector recorded a strong 6.2% growth rate following 4.9% in the preceding quarter. Source : Economic Survey of Singapore First Quarter 2016, MTI.

⁹ In the first quarter of 2016, the manufacturing sector contracted by 1.0%, extending the 6.7% contraction recorded in the previous quarter. The sector was primarily weighed down by declines in the output of the transport engineering and precision engineering clusters. Source : Economic Survey of Singapore First Quarter 2016, MTI.

¹⁰ Among manufacturing firms, a net weighted balance of 12% expected declines in employment, continuing the downtrend of the 6% which expected employment declines in the preceding quarter, mainly in the transport engineering (-35%), general manufacturing (-9%) and precision engineering (-8%) clusters. Source: Business Expectations of the Manufacturing Sector, EDB.

Table 1: Total Employment Change By Industry

Industry	Quarterly Change					In Thousands
	2015				2016	Employment Level
	1Q	2Q	3Q	4Q	1Q	Mar 2016
Total	-6.1	9.7	12.6	16.1	13.0	3,669.2
Manufacturing	-6.9	-4.4	-4.3	-6.5	-1.9	511.9
Construction	-3.6	7.6	3.7	0.9	1.9	501.8
Services	4.3	6.5	13.3	21.5	13.2	2,628.4
Wholesale & Retail Trade	-4.5	-7.0	-2.3	4.4	-0.7	490.0
Transportation & Storage	1.4	1.2	-	0.5	1.8	238.9
Accommodation & Food Services	-1.8	0.6	1.6	4.4	-	240.7
Information & Communications	1.1	1.7	2.1	0.4	0.9	126.2
Financial & Insurance Services	0.8	0.3	2.6	0.8	1.9	203.3
Real Estate Services	-1.9	-3.4	-0.5	0.7	1.0	91.7
Professional Services	0.7	2.2	4.4	0.4	0.2	244.2
Administrative & Support Services	2.0	7.0	-0.3	3.6	-0.4	212.8
Community, Social & Personal Services	6.5	3.9	5.7	6.2	8.6	780.6
Others	0.1	-	-	0.2	-0.2	27.1

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

Notes:

- (1) Data are primarily from administrative records, with the self-employed component estimated from the Labour Force Survey.
- (2) Others includes agriculture, fishing, quarrying, utilities and sewerage & waste management.
- (3) Data may not add up to the total due to rounding.
- (4) - : nil or negligible
- (5) Employment change is the difference in the employment level at the end of the reference period compared with the end of the preceding period.
- (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.

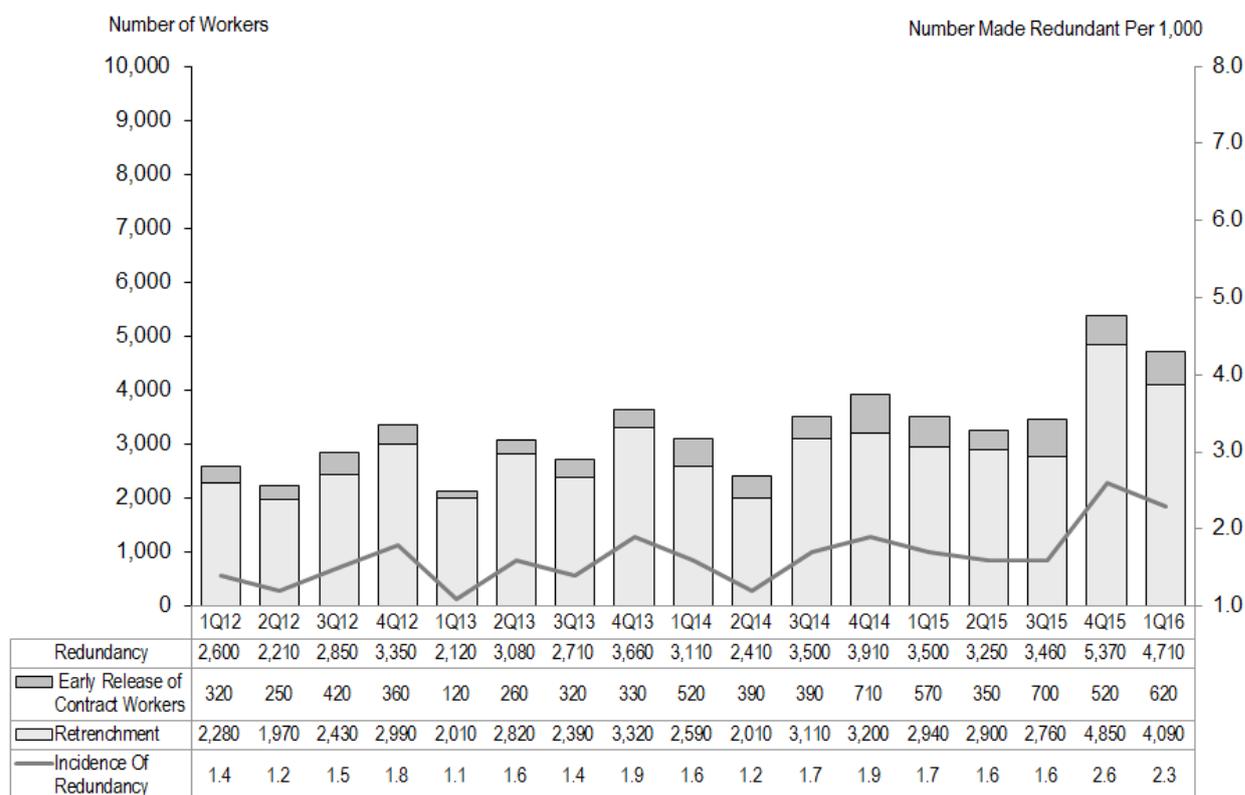
Redundancy

Redundancies declined from last quarter but still higher than a year ago

Redundancies declined in the first quarter of 2016 to 4,710, from 5,370 in the fourth quarter of 2015. However, it was still higher than the same period last year (3,500) and the highest first quarter redundancies since 2009.

By sector, redundancies rose in services but declined for manufacturing and construction. The bulk of redundancies were from services (54%), mainly professional services (13%), wholesale trade (11%) and financial services (9.1%). This was followed by manufacturing (38%) and construction (8.2%).

Chart 7: Redundancy

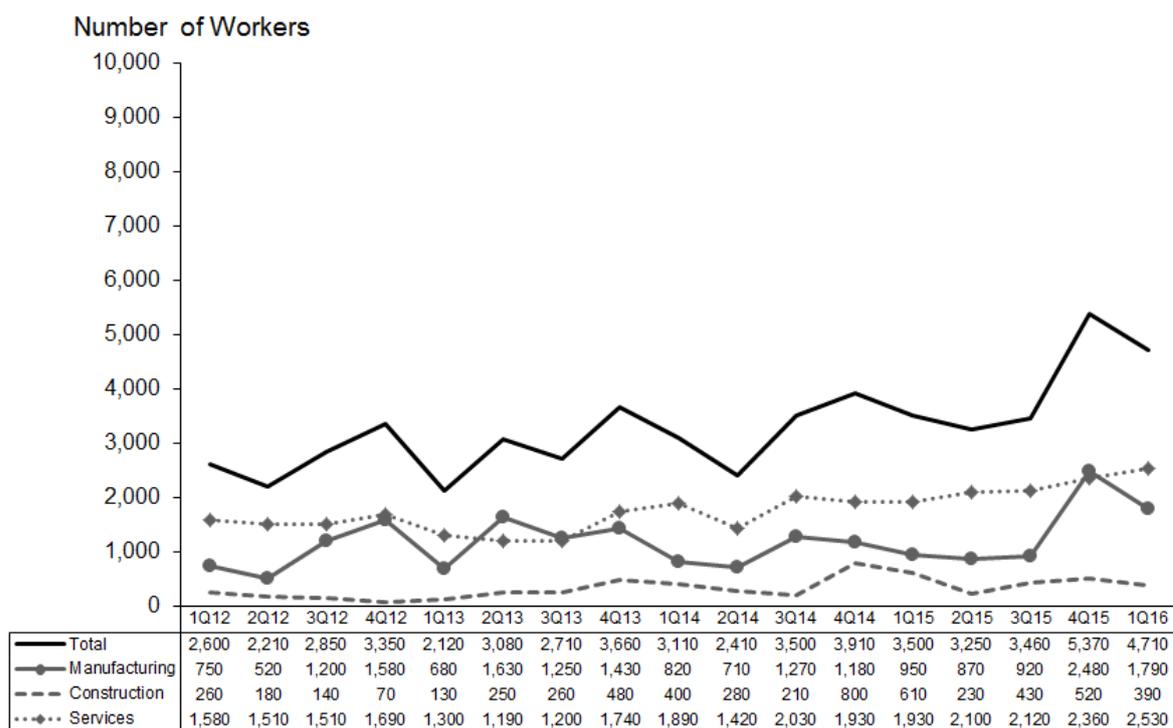


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

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.

Chart 8: Redundancy 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 to the total.

Partly reflecting their higher share among the employed, professionals, managers, executives & technicians (PMETs) (71%) represented the large majority of layoffs. This was followed by production & transport operators, cleaners & labourers (18%) and clerical, sales & service workers (11%).

Table 2: Profile Of Residents Made Redundant, First Quarter 2016

Characteristics	Residents Made Redundant, 1Q16
Total	100.0
<u>Sex</u>	
Males	55.5
Females	44.5
<u>Age Group</u>	
Below 30	11.2
30 – 39	23.5
40 & over	65.3
40 – 49	30.3
50 & over	34.9
<u>Education Attainment</u>	
Below Secondary	12.0
Secondary	15.1
Post Secondary (Non-Tertiary)	7.0
Diploma & Professional Qualification	24.2
Degree	41.7
<u>Occupational Group</u>	
Professionals, Managers, Executives & Technicians	70.7
Clerical, Sales & Service Workers	11.1
Production & Transport Operators, Cleaners & Labourers	18.2

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

Notes:

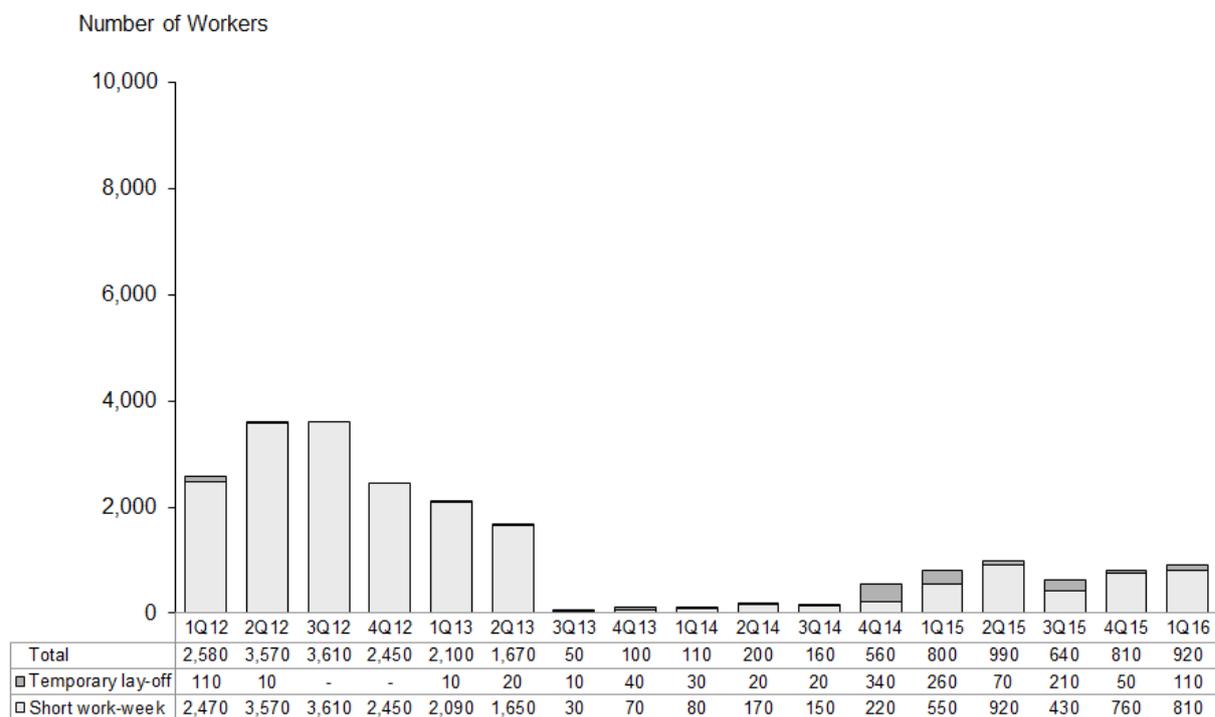
- (1) Data on residents made redundant pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Data may not add up the total due to rounding.

Workers on short work-week or temporary layoff mostly from manufacturing

920 workers were placed on short work-week or temporary layoff in the first quarter of 2016, higher than a quarter ago (810) and a year ago (800). Workers affected were mainly from manufacturing (57%), followed by services (28%) and construction (15%). The bulk of them were production & transport operators, cleaners & labourers (69%), followed by PMETs (22%).

Similar to past quarters, most workers were placed on short work-week (88%) while the rest were laid off temporarily (12%).

Chart 9: Number Of Workers 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.

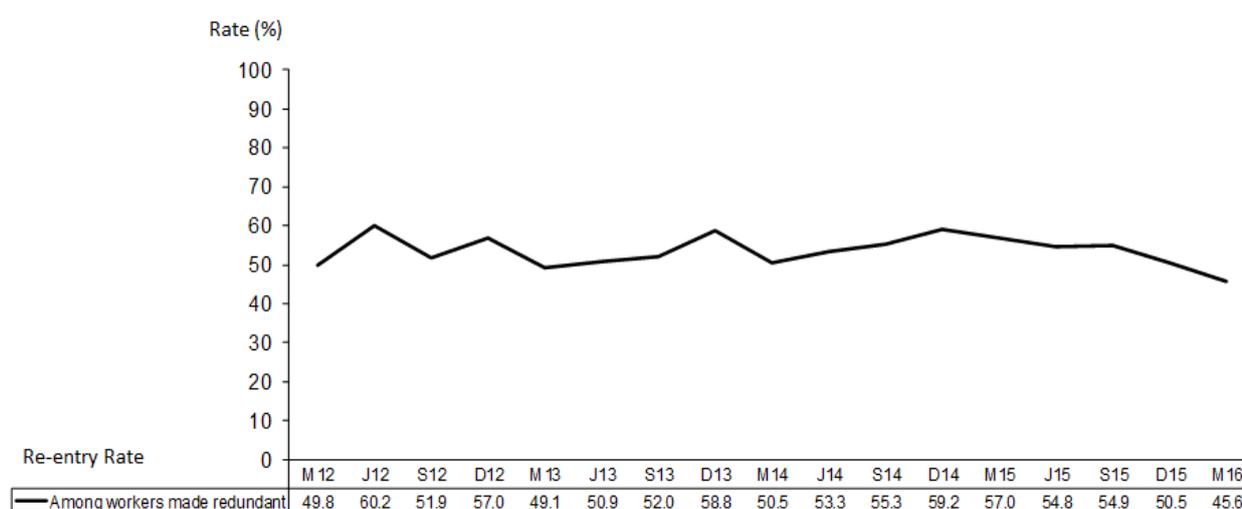
(2) Data are rounded to the nearest 10. Hence, they may not add up to the total.

Re-entry Into Employment¹¹

Rate of re-entry into employment trended lower

Based on CPF records, 46% of residents made redundant in the fourth quarter of 2015 re-entered employment by March 2016, down from 50% from the previous quarter and 57% from the same period a year ago. This was the lowest since June 2009 (43%). The decline in re-entry rates was broad-based across all age, occupational and education groups, particularly for those with post-secondary (non-tertiary) and diploma & professional qualifications.

Chart 10: Rate Of Re-entry Into Employment Of Residents Made Redundant

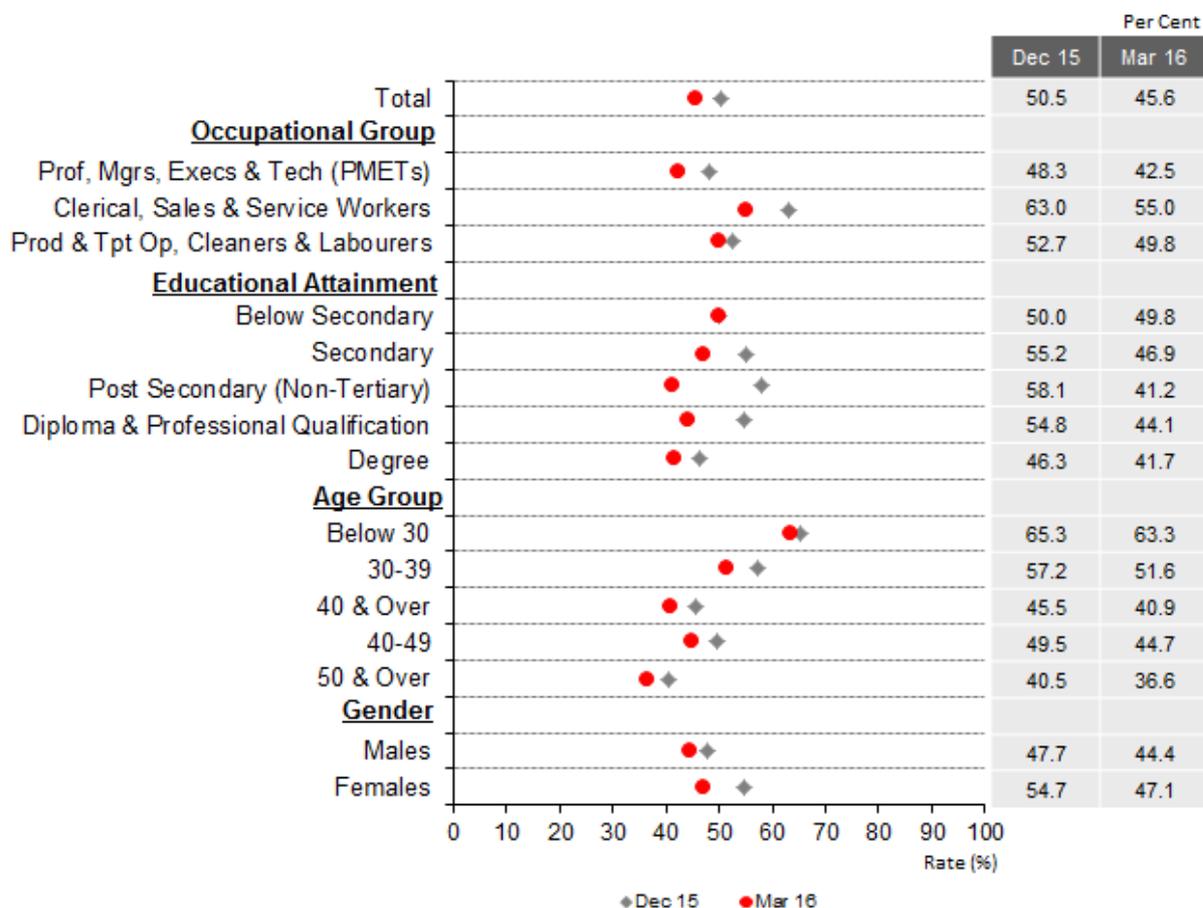


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM and derived based on data from Central Provident Fund Board

Note: Data refer to re-entry rates as at end of quarter for residents made redundant by private sector establishments (each with at least 25 employees) and the public sector in the previous quarter.

¹¹ Data on re-entry into employment are cohort-specific. Two different cohorts of workers laid off could yield different re-entry rates depending on the profile of the workers involved. Also, the data based on CPF records do not capture workers who went into self or informal employment or undergo training while looking for a job.

Chart 11: Rate Of Re-entry Into Employment Of Residents Made Redundant



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

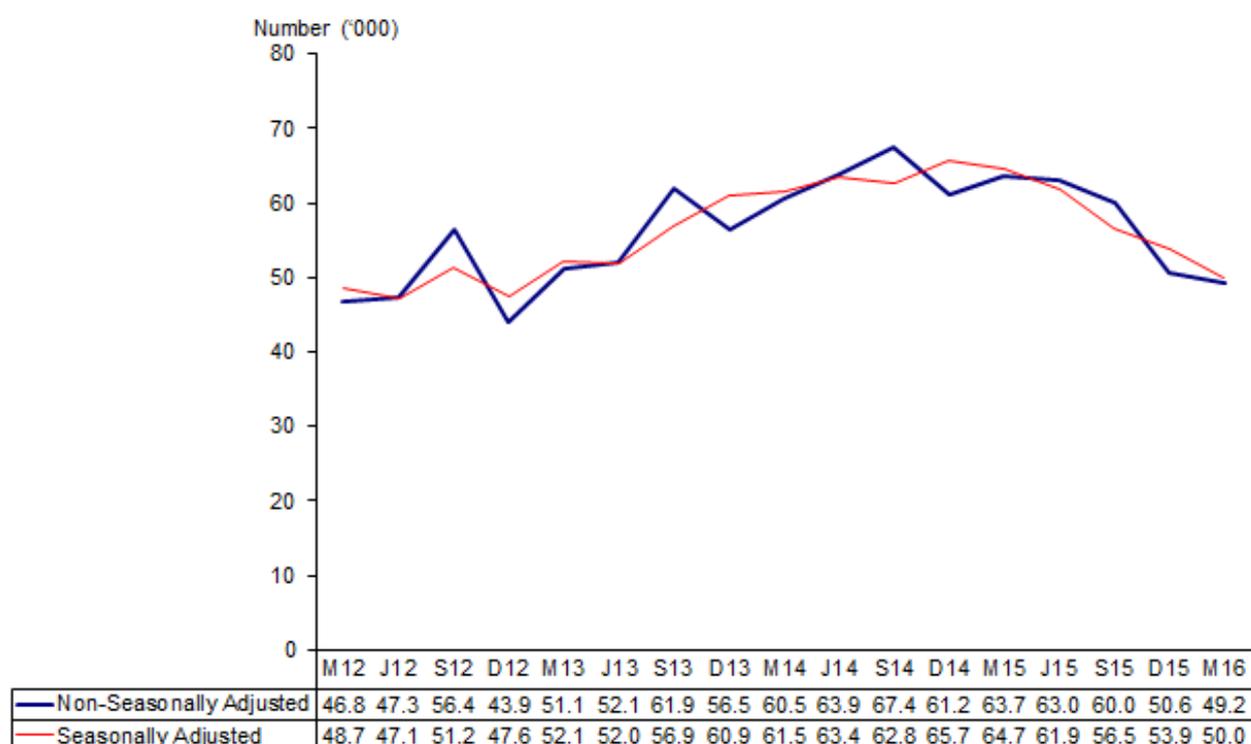
Note: Data pertain to residents who were made redundant by private sector establishments (each with at least 25 employees) and the public sector in the third / fourth quarter of 2015 who re-entered employment by December 2015/ March 2016 respectively.

Job Vacancy

As vacancies continued to decline, job vacancy to unemployed ratio declined

Continuing the trend observed since the beginning of 2015, the seasonally adjusted vacancies continued to decline from 53,900 in December 2015 to 50,000 in March 2016. This brought the seasonally adjusted ratio of job vacancies to unemployed persons down to 103 openings per 100 seekers in March 2016, from 112 in December 2015 and 139 in March 2015. The ratio is the lowest since June 2012 (98).

Chart 12: Job Vacancy

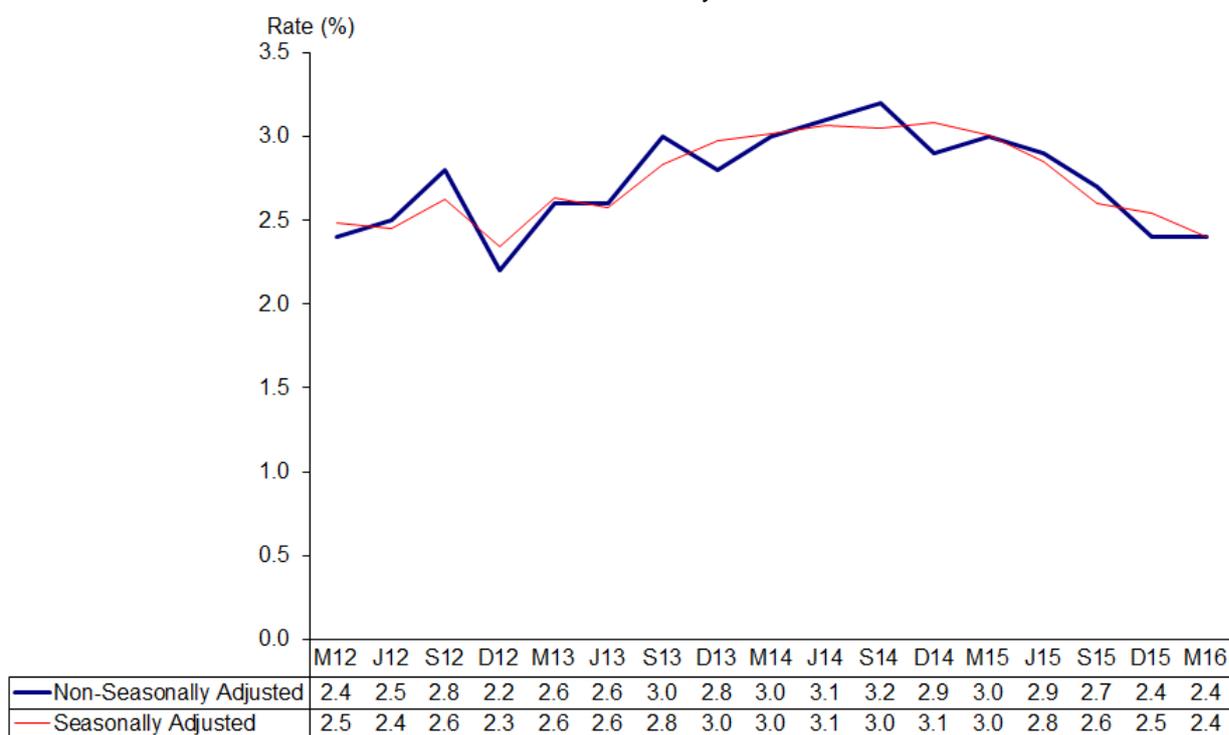


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Seasonally adjusted data have been revised using the latest set of seasonal factors, updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

Chart 13: Job Vacancy Rate

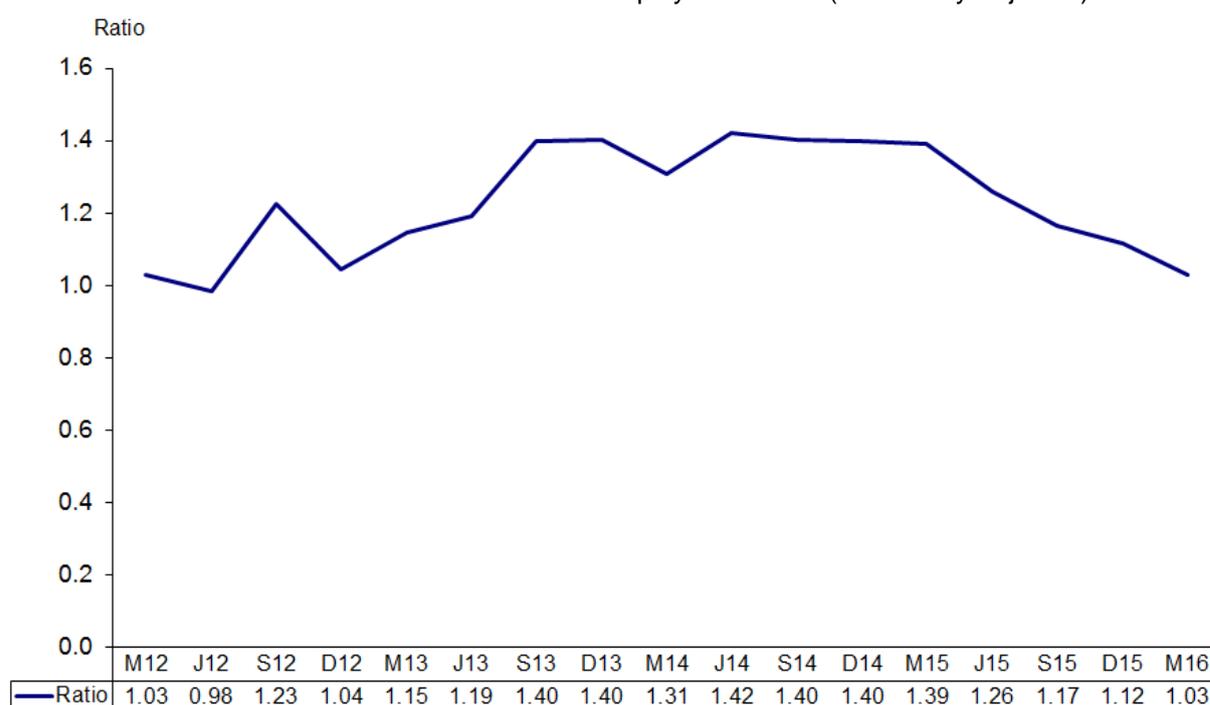


Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- (2) Seasonally adjusted data have been revised using the latest set of seasonal factors, updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

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



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

Notes:

- (1) 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.
- (2) Seasonally adjusted data have been revised using the latest set of seasonal factors, updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available years.

The decline in job vacancies over the year was broad-based across industries, in particular, community, social & personal services (-3,300), manufacturing (-1,900), professional services and accommodation & food services (both -1,600). Only information & communications saw increases than a year ago, mainly among PMET job openings (+200).

Half of the vacancies in March 2016 were for PMETs (24,600 or 50%), followed by clerical, sales & service workers (13,700 or 28%) and production & transport operators, cleaners & labourers (10,900 or 22%).

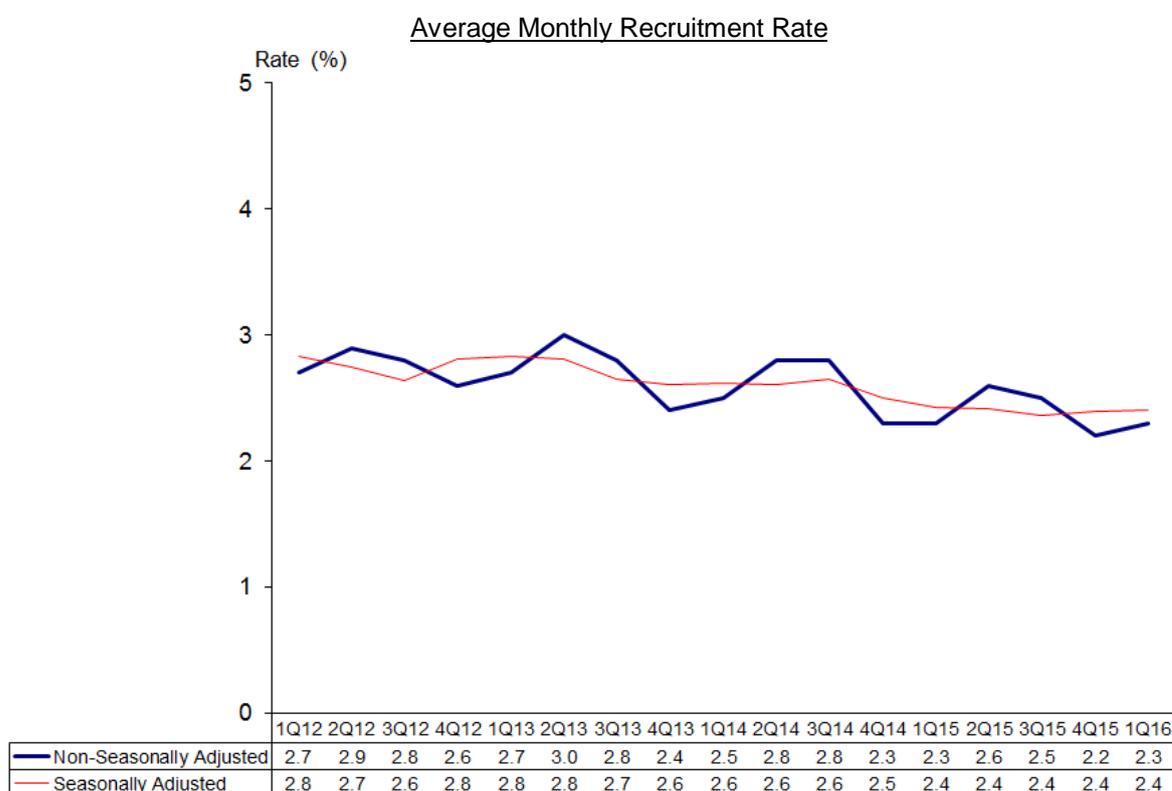
Labour Turnover

Recruitment rate stabilised while resignation rate edged down

The seasonally adjusted recruitment rate was unchanged at 2.4%, while resignation rate decreased by 0.1%-point to 1.8% in the first quarter of 2016, after holding steady at 1.9%.¹²

The decline in resignation rate mostly observed among clerical, sales & service workers in retail trade.

Chart 15: Average Monthly Recruitment And Resignation Rates



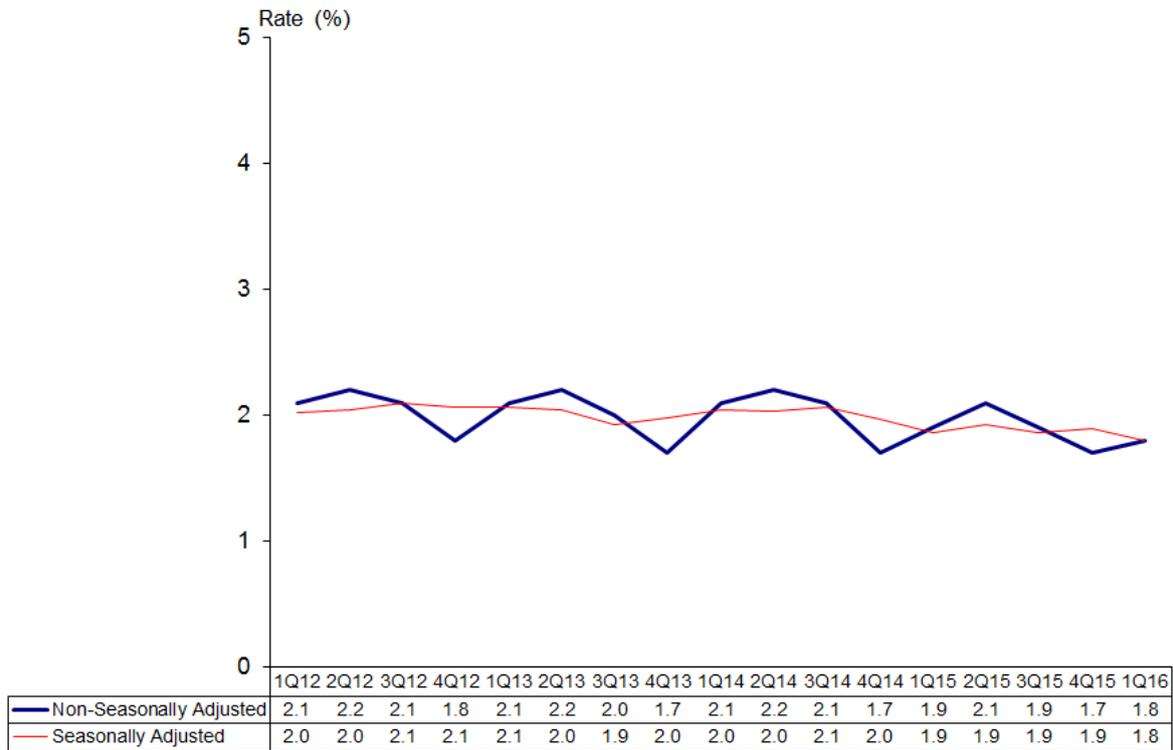
Source: Labour Market Survey, Manpower Research & Statistics Department, MOM

Notes:

- (1) Data pertain to private sector establishment (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of persons who resigned / who were recruited in a month divided by the average number of employees in the establishment.
- (3) Seasonally adjusted data have been revised using the latest set of seasonal factors, updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

¹² Trends year-on-year were similar based on the non-seasonally adjusted rates.

Average Monthly Resignation Rate



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

Notes:

- (1) Data pertain to private sector establishment (each with at least 25 employees) and the public sector.
- (2) The average monthly resignation/recruitment rate is defined as the average number of persons who resigned / who were recruited in a month divided by the average number of employees in the establishment.
- (3) Seasonally adjusted data have been revised using the latest set of seasonal factors, updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

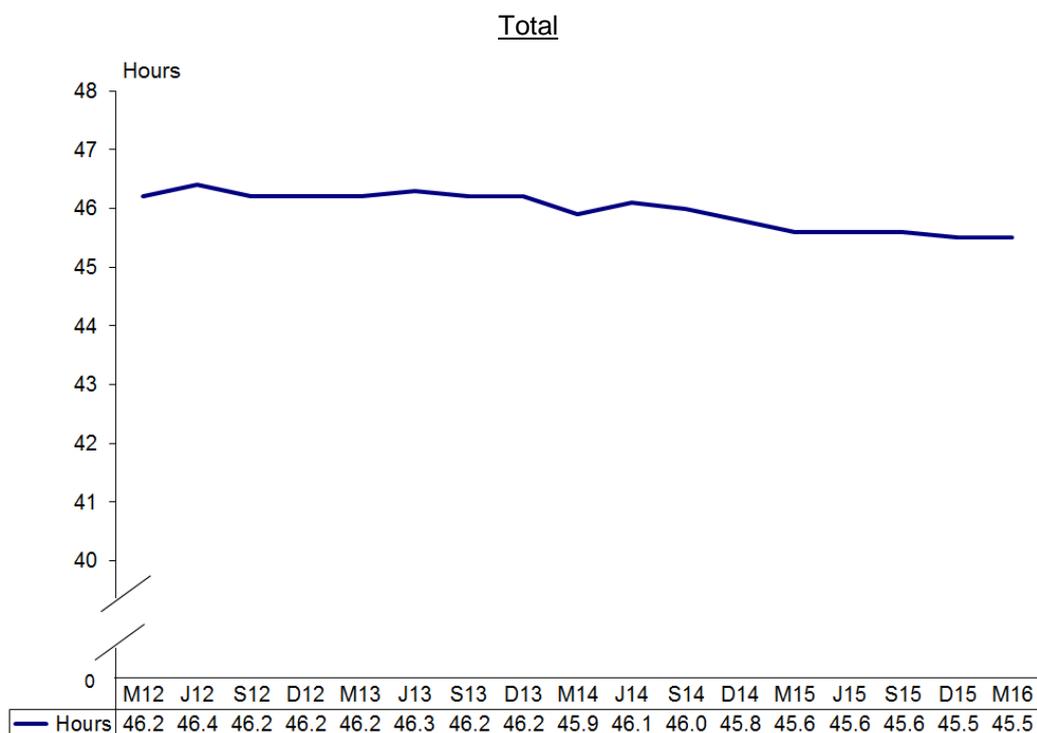
Hours Worked

Paid hours worked per employee broadly similar since March 2015

The average total weekly paid hours worked per employee remained unchanged at 45.5 hours in March 2016, and stayed broadly similar since March 2015. Paid overtime per employee declined marginally to 3.3 hours, after holding steady at 3.4 hours in 2015.

Manufacturing (total: 49.1, overtime: 6.2) and construction (total: 52.2, overtime: 7.8) workers continued to clock above-average paid hours per week. Within services (total: 43.1, overtime: 1.6), employees in security & investigation (total: 50.3, overtime: 9.1), land transport & supporting services, architectural & engineering services (both total: 46.5, overtime: 3.6) and accommodation (total: 46.3, overtime: 2.5) also put in longer than average hours.

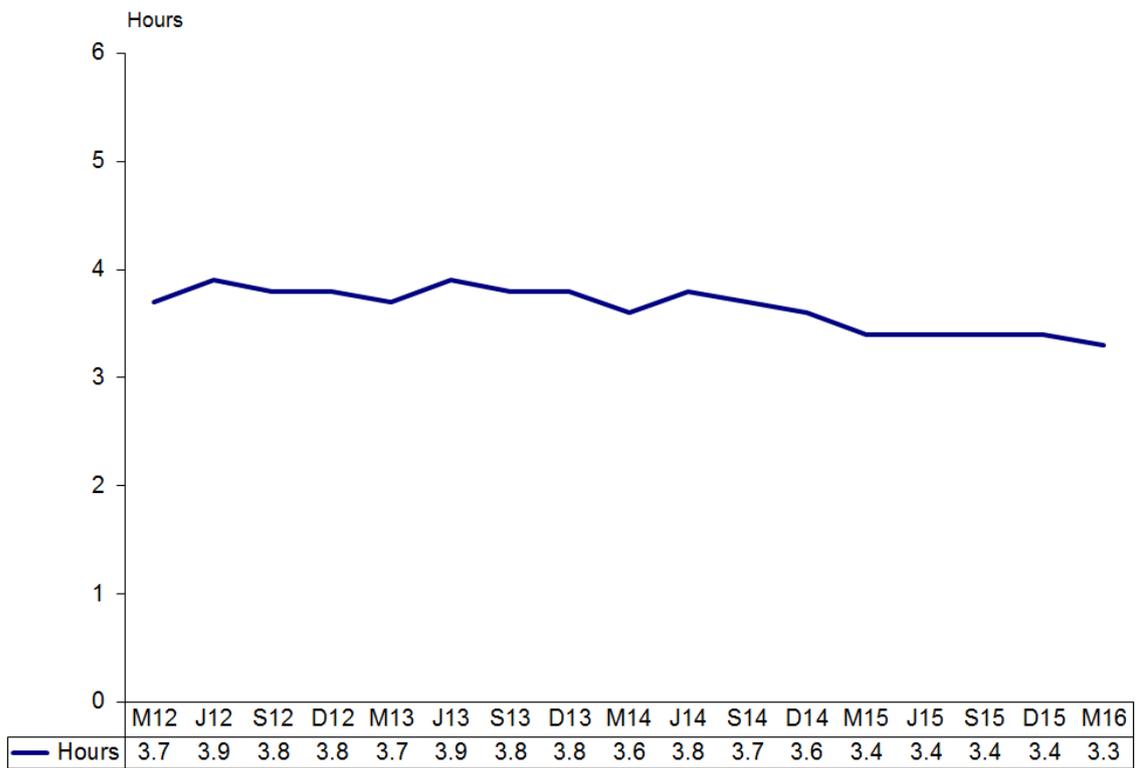
Chart 16: Average Weekly Paid Hours Worked Per Employee



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.

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.

1.1 UNEMPLOYMENT

RESIDENT UNEMPLOYMENT RATE BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

Characteristics	Per Cent							
	2013	2014	2015	2015				2016
				Mar	Jun	Sep	Dec	Mar
TOTAL	2.8	2.7	2.8	2.4	3.8	2.5	2.4	2.5
				(2.5)	(2.8)	(3.0)	(2.9)	(2.7)
GENDER								
Males	2.7	2.7	2.7	2.3	3.6	2.5	2.4	2.4
Females	2.9	2.9	2.9	2.6	4.0	2.5	2.4	2.7
AGE GROUP (YEARS)								
Below 30	5.2	5.2	5.1	4.5	7.2	4.2	4.3	3.8
30 - 39	2.2	2.2	1.9	1.6	2.6	1.8	1.6	2.1
40 & Over	2.2	2.2	2.3	2.0	3.1	2.2	2.0	2.3
40 - 49	2.2	2.1	2.4	2.3	2.9	2.2	2.1	2.4
50 & Over	2.3	2.3	2.4	1.8	3.3	2.3	2.0	2.2
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.4	2.5	2.5	2.0	3.5	2.1	2.3	1.8
Secondary	2.9	2.8	2.7	2.5	4.0	2.3	2.0	2.5
Post-Secondary (Non-Tertiary)	3.5	2.7	3.0	2.7	4.2	2.5	2.7	2.6
Diploma & Professional Qualification	2.7	2.9	2.9	2.4	4.0	2.6	2.6	2.3
Degree	2.8	2.9	2.8	2.6	3.5	2.8	2.4	3.0

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

() seasonally adjusted

Notes :

- 1) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.
- 2) Seasonally adjusted data have been revised using the latest set of seasonal factors and updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

1.2 UNEMPLOYMENT

UNEMPLOYED RESIDENTS BY GENDER, AGE AND HIGHEST QUALIFICATION ATTAINED

In Thousands

Characteristics	2013	2014	2015	2015				2016
				Mar	Jun	Sep	Dec	Mar
				TOTAL	59.8	61.2	62.5	54.4
				(56.4)	(62.8)	(66.8)	(64.7)	(60.4)
GENDER								
Males	32.1	31.8	33.2	28.0	44.4	30.7	30.0	29.8
Females	27.7	29.4	29.2	26.4	40.2	26.0	24.3	27.5
AGE GROUP (YEARS)								
Below 30	21.3	22.1	22.2	20.0	30.7	18.3	19.6	16.3
30 - 39	11.2	11.5	9.9	8.4	13.2	9.5	8.5	11.2
40 & Over	27.3	27.7	30.4	26.1	40.5	28.8	26.2	29.7
40 - 49	11.7	11.4	12.6	12.4	15.4	11.4	11.3	12.9
50 & Over	15.6	16.3	17.8	13.7	25.2	17.4	14.9	16.9
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	10.7	11.1	10.6	8.8	14.2	9.2	10.2	7.7
Secondary	11.9	11.6	11.3	10.9	16.2	9.9	8.4	10.5
Post-Secondary (Non-Tertiary)	7.9	6.4	7.4	6.4	11.3	5.7	6.2	5.9
Diploma & Professional Qualification	10.7	12.1	12.5	10.3	17.4	11.4	11.0	9.7
Degree	18.6	20.1	20.6	18.0	25.4	20.5	18.4	23.4

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

() seasonally adjusted

Notes :

- 1) Annual figures are the simple averages of the non-seasonally adjusted unemployment figures obtained at quarterly intervals.
- 2) Data may not add up to the total due to rounding.
- 3) Seasonally adjusted data have been revised using the latest set of seasonal factors and updated in line with standard seasonal adjustment procedure. The revision is done once a year, taking into account observations for the latest available year.

1.3 LONG-TERM UNEMPLOYMENT

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

Characteristics	2013	2014	2015	2015				Per Cent
								2016
				Mar	Jun	Sep	Dec	Mar
TOTAL	0.6	0.6	0.6	0.5	0.7	0.6	0.5	0.7
GENDER								
Males	0.7	0.6	0.6	0.6	0.8	0.5	0.5	0.8
Females	0.5	0.5	0.5	0.4	0.5	0.6	0.5	0.5
AGE GROUP (YEARS)								
Below 30	0.6	0.5	0.5	0.5	0.6	0.4	0.3	0.5
30 - 39	0.5	0.4	0.5	0.4	0.5	0.4	0.5	0.5
40 & Over	0.7	0.6	0.7	0.5	0.8	0.7	0.6	0.8
40 - 49	0.7	0.5	0.7	0.6	0.6	0.8	0.7	0.8
50 & Over	0.7	0.8	0.7	0.5	0.9	0.6	0.6	0.8
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	0.5	0.5	0.4	0.3	0.6	0.3	0.4	0.6
Secondary	0.6	0.5	0.5	0.3	0.8	0.4	0.6	0.6
Post-Secondary (Non-Tertiary)	0.7	0.6	0.6	0.5	0.6	0.8	0.4	0.3
Diploma & Professional Qualification	0.6	0.5	0.5	0.4	0.6	0.4	0.5	0.5
Degree	0.8	0.6	0.8	0.7	0.8	0.9	0.6	0.9

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

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

1.4 LONG-TERM UNEMPLOYMENT

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

In Thousands

Characteristics	2013	2014	2015	2015				2016
				Mar	Jun	Sep	Dec	Mar
				TOTAL	13.4	12.1	12.7	11.2
GENDER								
Males	8.3	7.5	7.6	6.9	10.1	6.7	6.5	9.4
Females	5.1	4.5	5.1	4.3	5.3	6.1	4.9	5.6
AGE GROUP (YEARS)								
Below 30	2.4	2.0	1.9	2.2	2.5	1.9	1.2	2.2
30 - 39	2.7	1.8	2.2	2.1	2.4	1.9	2.5	2.5
40 & Over	8.3	8.2	8.5	6.9	10.6	8.9	7.8	10.3
40 - 49	3.6	2.7	3.5	3.0	3.5	4.1	3.5	4.5
50 & Over	4.8	5.6	5.0	3.9	7.1	4.9	4.2	5.8
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	2.1	2.2	1.8	1.4	2.5	1.4	1.7	2.5
Secondary	2.3	2.2	2.2	1.5	3.1	1.6	2.4	2.5
Post-Secondary (Non-Tertiary)	1.6	1.2	1.4	1.1	1.7	1.7	1.0	0.6
Diploma & Professional Qualification	2.5	2.1	2.0	1.9	2.7	1.7	1.9	2.1
Degree	5.1	4.3	5.4	5.2	5.5	6.3	4.4	7.3

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

Notes :

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

2.1 TOTAL EMPLOYMENT

In Thousands

Industry (SSIC 2010)	Total Employment Change								Total Employment Level in Mar 2016
	2013	2014	2015	2015				2016	
				1Q	2Q	3Q	4Q	1Q	
TOTAL	136.2	130.1	32.3	-6.1	9.7	12.6	16.1	13.0	3 669.2
C10-32 MANUFACTURING	5.3	-4.4	-22.1	-6.9	-4.4	-4.3	-6.5	-1.9	511.9
C10-12 Food, Beverages & Tobacco	2.1	2.0	2.8	0.5	1.2	0.6	0.5	0.4	45.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	-1.3	-0.6	-2.7	-1.2	-0.6	-0.3	-0.6	-0.4	34.1
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.4	-3.1	-4.6	-3.3	-1.4	1.0	-0.9	2.1	59.7
C25,28 Fabricated Metal Products, Machinery & Equipment	0.7	0.3	-5.5	-1.5	-0.9	-1.3	-1.8	-1.4	102.3
C26 Electronic, Computer & Optical Products	-2.5	-0.9	-1.7	-0.3	-0.6	-0.2	-0.7	-1.6	85.7
C29-30 Transport Equipment	4.1	-3.4	-11.4	-1.0	-3.5	-3.6	-3.3	-0.7	121.3
Other Manufacturing Industries	0.8	1.4	1.0	-0.1	1.4	-0.6	0.2	-0.3	63.4
F41-43 CONSTRUCTION	35.2	14.3	8.6	-3.6	7.6	3.7	0.9	1.9	501.8
G-U SERVICES	94.1	119.7	45.5	4.3	6.5	13.3	21.5	13.2	2 628.4
G46-47 WHOLESALE AND RETAIL TRADE	13.1	20.5	-9.4	-4.5	-7.0	-2.3	4.4	-0.7	490.0
G46 Wholesale Trade	9.2	10.5	-1.5	0.3	-2.8	-0.1	1.0	-	325.6
G47 Retail Trade	3.9	10.0	-7.9	-4.8	-4.2	-2.2	3.3	-0.7	164.4
H49-53 TRANSPORTATION AND STORAGE	8.8	7.5	3.1	1.4	1.2	-	0.5	1.8	238.9
H49,5221 Land Transport & Supporting Services	2.7	2.8	2.5	0.6	0.4	0.6	0.9	1.4	94.5
H50,5222, 5225 Water Transport & Supporting Services	2.2	2.2	-	0.6	0.1	-0.3	-0.5	-0.1	51.1
H51,5223 Air Transport & Supporting Services	1.5	-0.3	0.4	-0.1	0.3	0.4	-0.2	-	29.2
Other Transportation & Storage Services	2.5	2.8	0.2	0.2	0.4	-0.7	0.2	0.4	64.1
I55-56 ACCOMMODATION AND FOOD SERVICES	9.7	9.1	4.8	-1.8	0.6	1.6	4.4	-	240.7
I55 Accommodation	0.4	-0.1	-0.3	-0.7	-0.7	1.4	-0.3	-0.4	34.7
I56 Food & Beverage Services	9.3	9.2	5.2	-1.1	1.3	0.3	4.7	0.3	206.0
J58-63 INFORMATION AND COMMUNICATIONS	8.1	6.4	5.4	1.1	1.7	2.1	0.4	0.9	126.2
J58-61 Telecommunications, Broadcasting & Publishing	2.8	1.3	0.1	0.1	-0.1	-	0.1	-0.1	41.0
J62-63 IT & Other Information Services	5.4	5.1	5.3	1.0	1.9	2.1	0.3	1.0	85.2
K64-66 FINANCIAL AND INSURANCE SERVICES	4.6	9.3	4.5	0.8	0.3	2.6	0.8	1.9	203.3
K64 & 66 (excl.662) Financial Services	3.9	6.1	3.9	1.1	-0.2	2.2	0.8	1.6	168.9
K65 & 662 Insurance Services	0.7	3.2	0.6	-0.3	0.5	0.4	0.1	0.3	34.4
L68 REAL ESTATE SERVICES	0.4	6.9	-5.1	-1.9	-3.4	-0.5	0.7	1.0	91.7
M69-75 PROFESSIONAL SERVICES	14.9	14.0	7.7	0.7	2.2	4.4	0.4	0.2	244.2
M69-70 Legal, Accounting & Management Services	7.8	8.1	10.5	1.6	3.7	4.2	0.9	0.9	125.6
M71 Architectural & Engineering Services	4.0	0.3	-1.5	-0.7	-0.5	-0.1	-0.2	-0.6	62.6
Other Professional Services	3.2	5.5	-1.2	-0.2	-0.9	0.3	-0.4	-0.1	56.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	11.4	13.6	12.3	2.0	7.0	-0.3	3.6	-0.4	212.8
N80 Security & Investigation	1.3	2.6	2.2	0.3	1.6	-0.1	0.4	0.5	42.8
N81 Cleaning & Landscaping	3.0	3.3	7.4	1.0	5.1	0.5	0.7	0.6	58.3
Other Administrative & Support Services	7.1	7.7	2.8	0.6	0.2	-0.7	2.6	-1.5	111.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	23.1	32.4	22.4	6.5	3.9	5.7	6.2	8.6	780.6
O84,P85 Public Administration & Education	6.3	8.9	4.9	2.9	-0.2	-	2.2	2.7	241.7
Q86-88 Health & Social Services	8.5	8.5	7.3	1.5	1.8	2.4	1.6	1.6	138.4
R90-93 Arts, Entertainment & Recreation	-1.2	2.1	0.6	-0.4	0.2	0.5	0.3	0.1	56.2
S,T,U Other Community, Social & Personal Services	9.6	12.9	9.6	2.6	2.0	2.8	2.2	4.1	344.4
A,B,D,E,V OTHERS*	1.5	0.5	0.3	0.1	-	-	0.2	-0.2	27.1

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

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

- : nil or negligible

Notes :

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

3.1 REDUNDANCY

WORKERS MADE REDUNDANT BY INDUSTRY AND OCCUPATIONAL GROUP

Number of Workers

	2013	2014	2015	2015				2016
				1Q	2Q	3Q	4Q	1Q
TOTAL	11 560	12 930	15 580	3 500	3 250	3 460	5 370	4 710
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	5 000	3 970	5 210	950	870	920	2 480	1 790
C10-12 Food, Beverages & Tobacco	40	120	80	-	20	10	50	180
C17,18,22 Paper / Rubber / Plastic Products & Printing	380	150	570	330	60	70	120	160
C19-21 Petroleum, Chemical & Pharmaceutical Products	220	170	320	40	50	30	200	140
C25,28 Fabricated Metal Products, Machinery & Equipment	660	1 330	1 680	280	310	360	730	530
C26 Electronic, Computer & Optical Products	2 490	1 300	1 690	220	120	200	1 140	500
C29-30 Transport Equipment	220	460	670	40	260	180	180	240
Other Manufacturing Industries	980	460	200	40	50	60	50	40
F41-43 CONSTRUCTION	1 120	1 690	1 780	610	230	430	520	390
G-U SERVICES	5 430	7 260	8 510	1 930	2 100	2 120	2 360	2 530
G46-47 WHOLESALE AND RETAIL TRADE	1 280	2 190	2 180	490	540	560	590	550
G46 Wholesale Trade	1 180	1 490	2 150	480	530	560	590	510
G47 Retail Trade	100	700	30	10	10	-	-	30
H49-53 TRANSPORTATION AND STORAGE	450	470	690	110	140	180	250	230
H49,5221 Land Transport & Supporting Services	10	-	60	-	60	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	140	210	280	50	40	20	180	170
H51,5223 Air Transport & Supporting Services	100	20	110	-	10	90	10	10
Other Transportation & Storage Services	200	240	250	70	30	80	70	50
I55-56 ACCOMMODATION AND FOOD SERVICES	220	380	200	70	50	20	60	100
I55 Accommodation	10	240	10	-	10	-	-	-
I56 Food & Beverage Services	210	140	190	70	40	20	60	100
J58-63 INFORMATION AND COMMUNICATIONS	800	790	710	170	180	200	150	410
J58-61 Telecommunications, Broadcasting & Publishing	480	350	280	50	130	40	50	300
J62-63 IT & Other Information Services	330	440	430	120	50	160	110	110
K64-66 FINANCIAL AND INSURANCE SERVICES	1 270	1 350	1 760	430	410	440	480	470
K64 & 66 (excl.662) Financial Services	1 230	1 280	1 710	430	400	430	450	430
K65 & 662 Insurance Services	40	60	50	-	-	10	30	50
L68 REAL ESTATE SERVICES	30	90	50	-	30	-	20	10
M69-75 PROFESSIONAL SERVICES	960	1 520	2 290	460	560	590	690	620
M69-70 Legal, Accounting & Management Services	590	1 030	1 180	190	320	320	340	310
M71 Architectural & Engineering Services	240	350	940	230	210	210	300	250
Other Professional Services	120	140	170	40	30	60	40	60
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	240	360	400	120	130	100	50	90
N80 Security & Investigation	-	110	70	-	70	-	-	-
N81 Cleaning & Landscaping	10	10	50	30	-	10	10	40
Other Administrative & Support Services	230	230	280	90	70	100	30	50
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	190	130	230	80	60	20	80	60
O84,P85 Public Administration & Education	30	40	40	-	20	-	20	-
Q86-88 Health & Social Services	10	20	90	30	20	-	40	20
R90-93 Arts, Entertainment & Recreation	40	20	10	-	-	10	-	10
S,T,U Other Community, Social & Personal Services	120	50	80	50	10	10	20	30
A,B,D,E,V OTHERS*	10	10	80	10	50	-	20	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6 430	6 530	8 550	1 760	1 900	2 150	2 750	2 680
Clerical, Sales & Service Workers	1 140	1 860	1 550	340	420	310	490	400
Production & Transport Operators, Cleaners & Labourers	4 000	4 540	5 480	1 400	930	1 010	2 140	1 620

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 REDUNDANCY

WORKERS MADE REDUNDANT BY INDUSTRY, REASONS FOR REDUNDANCY
AND OCCUPATIONAL GROUP, FIRST QUARTER 2016

Number of Workers

Industry (SSIC 2010)	Reasons For Redundancy							Occupational Group			
	Recession/ Down-turn In Industry	Poor Business/ Business Failure *	High Costs	Reorganisation / Restructuring	Product Line Was Discontinued	Early Completion of Project	Others	Total	Professionals, Managers, Executives & Technicians	Clerical, Sales & Service Workers	Production & Transport Operators, Cleaners & Labourers
TOTAL	1 250	1 020	2 390	2 410	550	170	40	4 710	2 680	400	1 620
C10-32 MANUFACTURING	590	430	1 110	750	530	-	-	1 790	670	100	1 030
C10-12 Food, Beverages & Tobacco	10	-	290	10	160	-	-	180	50	-	130
C17,18,22 Paper / Rubber / Plastic Products & Printing	30	30	20	30	100	-	-	160	20	10	130
C19-21 Petroleum, Chemical & Pharmaceutical Products	-	-	110	20	-	-	-	140	110	-	30
C25,28 Fabricated Metal Products, Machinery & Equipment	270	220	250	270	10	-	-	530	200	50	290
C26 Electronic, Computer & Optical Products	80	70	340	400	210	-	-	500	240	20	240
C29-30 Transport Equipment	180	90	80	10	50	-	-	240	30	10	190
Other Manufacturing Industries	30	10	20	10	-	-	-	40	20	-	20
F41-43 CONSTRUCTION	130	160	190	60	-	120	-	390	60	30	300
G-U SERVICES	530	440	1 080	1 600	20	50	40	2 530	1 950	280	300
G46-47 WHOLESALE AND RETAIL TRADE	110	50	110	410	10	-	10	550	410	80	60
G46 Wholesale Trade	100	40	110	390	10	-	10	510	390	70	60
G47 Retail Trade	10	-	10	20	-	-	-	30	20	10	-
H49-53 TRANSPORTATION AND STORAGE	120	20	90	90	-	-	30	230	140	20	80
H49,5221 Land Transport & Supporting Services	-	-	-	-	-	-	-	-	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	110	10	80	40	-	-	30	170	100	10	70
H51,5223 Air Transport & Supporting Services	-	-	-	10	-	-	-	10	-	10	-
Other Transportation & Storage Services	20	-	10	40	-	-	-	50	40	10	10
I55-56 ACCOMMODATION AND FOOD SERVICES	-	80	110	-	-	-	-	100	30	20	40
I55 Accommodation	-	-	-	-	-	-	-	-	-	-	-
I56 Food & Beverage Services	-	80	110	-	-	-	-	100	30	20	40
J58-63 INFORMATION AND COMMUNICATIONS	30	20	370	180	-	10	-	410	370	30	-
J58-61 Telecommunications, Broadcasting & Publishing	10	10	350	100	-	-	-	300	290	10	-
J62-63 IT & Other Information Services	20	10	10	80	-	-	-	110	80	30	-
K64-66 FINANCIAL AND INSURANCE SERVICES	10	60	170	420	-	20	-	470	450	20	-
K64 & 66 (excl.662) Financial Services	10	40	170	400	-	20	-	430	410	20	-
K65 & 662 Insurance Services	-	20	-	30	-	-	-	50	40	-	-
L68 REAL ESTATE SERVICES	10	-	-	10	-	-	-	10	10	10	-
M69-75 PROFESSIONAL SERVICES	200	140	210	450	-	10	-	620	510	60	50
M69-70 Legal, Accounting & Management Services	20	20	90	310	-	-	-	310	250	30	30
M71 Architectural & Engineering Services	180	70	110	130	-	-	-	250	220	30	10
Other Professional Services	10	50	-	10	-	10	-	60	50	-	10
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	50	50	30	20	-	10	-	90	10	-	70
N80 Security & Investigation	-	-	-	-	-	-	-	-	-	-	-
N81 Cleaning & Landscaping	-	30	-	-	-	10	-	40	-	-	40
Other Administrative & Support Services	40	20	30	20	-	-	-	50	10	-	30
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	-	30	-	20	-	-	-	60	10	40	10
O84,P85 Public Administration & Education	-	-	-	-	-	-	-	-	-	-	-
Q86-88 Health & Social Services	-	-	-	10	-	-	-	20	-	10	-
R90-93 Arts, Entertainment & Recreation	-	-	-	-	-	-	-	10	-	-	-
S,T,U Other Community, Social & Personal Services	-	30	-	-	-	-	-	30	-	20	10
A,B,D,E,V OTHERS**	-	-	-	-	-	-	-	-	-	-	-

* Not due to recession.

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

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

- : nil or negligible

Notes :

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

RETRENCHED WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

	Number of Workers							
	2013	2014	2015	2015				2016
				1Q	2Q	3Q	4Q	1Q
TOTAL	10 540	10 910	13 440	2 940	2 900	2 760	4 850	4 090
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	4 830	3 350	4 790	920	750	780	2 340	1 550
C10-12 Food, Beverages & Tobacco	20	120	80	-	20	10	50	150
C17,18,22 Paper / Rubber / Plastic Products & Printing	360	150	560	320	60	70	110	120
C19-21 Petroleum, Chemical & Pharmaceutical Products	210	160	310	40	50	30	190	140
C25,28 Fabricated Metal Products, Machinery & Equipment	650	1 060	1 450	270	220	310	660	520
C26 Electronic, Computer & Optical Products	2 480	1 290	1 680	220	120	200	1 140	490
C29-30 Transport Equipment	150	280	530	40	240	120	140	90
Other Manufacturing Industries	970	290	180	40	40	50	50	40
F41-43 CONSTRUCTION	710	990	770	260	120	130	260	150
G-U SERVICES	4 980	6 560	7 800	1 750	1 980	1 850	2 230	2 380
G46-47 WHOLESALE AND RETAIL TRADE	1 250	2 090	2 100	480	530	530	570	520
G46 Wholesale Trade	1 150	1 390	2 080	470	520	520	570	490
G47 Retail Trade	100	700	30	10	10	-	-	30
H49-53 TRANSPORTATION AND STORAGE	320	390	510	90	110	130	190	200
H49,5221 Land Transport & Supporting Services	10	-	40	-	40	-	-	-
H50,5222, 5225 Water Transport & Supporting Services	120	190	200	30	30	20	120	140
H51,5223 Air Transport & Supporting Services	20	20	70	-	-	60	-	10
Other Transportation & Storage Services	180	180	190	60	30	50	60	50
I55-56 ACCOMMODATION AND FOOD SERVICES	200	370	190	70	50	20	60	80
I55 Accommodation	10	240	10	-	10	-	-	-
I56 Food & Beverage Services	190	120	180	70	40	20	60	80
J58-63 INFORMATION AND COMMUNICATIONS	750	570	620	170	180	120	150	400
J58-61 Telecommunications, Broadcasting & Publishing	470	350	280	50	130	40	50	300
J62-63 IT & Other Information Services	280	230	350	120	50	80	100	100
K64-66 FINANCIAL AND INSURANCE SERVICES	1 250	1 330	1 700	400	390	440	480	460
K64 & 66 (excl.662) Financial Services	1 220	1 270	1 660	400	380	420	450	420
K65 & 662 Insurance Services	40	50	50	-	-	10	30	50
L68 REAL ESTATE SERVICES	10	90	50	-	30	-	20	10
M69-75 PROFESSIONAL SERVICES	900	1 410	2 150	390	540	570	660	590
M69-70 Legal, Accounting & Management Services	590	1 020	1 170	190	320	320	340	300
M71 Architectural & Engineering Services	180	270	820	160	190	190	280	240
Other Professional Services	120	130	160	40	30	50	40	50
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	140	220	270	90	100	40	40	70
N80 Security & Investigation	-	80	70	-	70	-	-	-
N81 Cleaning & Landscaping	10	10	30	20	-	10	10	30
Other Administrative & Support Services	130	130	170	70	40	40	30	40
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	170	100	210	80	50	20	70	50
O84,P85 Public Administration & Education	20	20	40	-	20	-	20	-
Q86-88 Health & Social Services	10	20	80	30	10	-	40	10
R90-93 Arts, Entertainment & Recreation	20	20	10	-	-	10	-	10
S,T,U Other Community, Social & Personal Services	120	50	80	40	10	10	20	30
A,B,D,E,V OTHERS*	10	10	80	10	50	-	20	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	6 110	5 990	8 140	1 710	1 810	1 920	2 690	2 590
Clerical, Sales & Service Workers	1 040	1 710	1 500	340	410	290	470	350
Production & Transport Operators, Cleaners & Labourers	3 380	3 210	3 800	890	670	550	1 690	1 140

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 EARLY RELEASE OF CONTRACT WORKERS

EARLY RELEASE OF CONTRACT WORKERS BY INDUSTRY AND OCCUPATIONAL GROUP

		Number of Workers							
		2013	2014	2015	2015				2016
					1Q	2Q	3Q	4Q	1Q
TOTAL		1 030	2 020	2 140	570	350	700	520	620
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	160	620	430	30	130	130	140	240
C10-12	Food, Beverages & Tobacco	10	-	10	-	-	-	-	30
C17,18,22	Paper / Rubber / Plastic Products & Printing	20	-	10	10	-	-	10	50
C19-21	Petroleum, Chemical & Pharmaceutical Products	10	10	10	-	-	-	10	-
C25,28	Fabricated Metal Products, Machinery & Equipment	20	270	230	20	90	50	70	10
C26	Electronic, Computer & Optical Products	20	-	10	-	-	-	-	-
C29-30	Transport Equipment	70	170	140	-	20	70	50	150
	Other Manufacturing Industries	10	170	20	-	10	10	-	-
F41-43	CONSTRUCTION	410	700	1 010	350	110	300	250	230
G-U	SERVICES	450	700	710	180	120	270	130	150
G46-47	WHOLESALE AND RETAIL TRADE	40	100	80	10	10	40	20	30
G46	Wholesale Trade	30	100	80	10	10	40	20	20
G47	Retail Trade	-	-	-	-	-	-	-	10
H49-53	TRANSPORTATION AND STORAGE	130	80	180	30	30	60	60	40
H49,5221	Land Transport & Supporting Services	-	-	10	-	10	-	-	-
H50,5222,5225	Water Transport & Supporting Services	20	10	80	20	10	-	50	40
H51,5223	Air Transport & Supporting Services	80	-	40	-	10	30	-	-
	Other Transportation & Storage Services	20	60	50	10	-	30	10	-
I55-56	ACCOMMODATION AND FOOD SERVICES	20	20	10	-	-	-	10	10
I55	Accommodation	-	-	-	-	-	-	-	-
I56	Food & Beverage Services	20	20	10	-	-	-	10	10
J58-63	INFORMATION AND COMMUNICATIONS	60	210	90	-	-	80	-	10
J58-61	Telecommunications, Broadcasting & Publishing	10	10	-	-	-	-	-	-
J62-63	IT & Other Information Services	40	210	90	-	-	80	-	10
K64-66	FINANCIAL AND INSURANCE SERVICES	10	20	60	30	20	-	-	10
K64 & 66 (excl.662)	Financial Services	10	10	60	30	20	-	-	10
K65 & 662	Insurance Services	-	10	-	-	-	-	-	-
L68	REAL ESTATE SERVICES	20	-	-	-	-	-	-	-
M69-75	PROFESSIONAL SERVICES	60	110	140	70	20	20	30	30
M69-70	Legal, Accounting & Management Services	-	20	10	-	-	-	10	-
M71	Architectural & Engineering Services	60	90	120	70	10	20	20	10
	Other Professional Services	-	10	10	-	-	-	-	10
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	100	140	130	30	30	60	-	10
N80	Security & Investigation	-	40	-	-	-	-	-	-
N81	Cleaning & Landscaping	-	-	20	10	-	-	-	10
	Other Administrative & Support Services	90	100	110	20	30	60	-	10
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	20	30	30	10	10	-	10	10
O84,P85	Public Administration & Education	-	20	-	-	-	-	-	-
Q86-88	Health & Social Services	-	-	20	-	10	-	10	10
R90-93	Arts, Entertainment & Recreation	10	-	-	-	-	-	-	-
S,T,U	Other Community, Social & Personal Services	-	-	10	-	-	-	-	-
A,B,D,E,V	OTHERS*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	320	550	420	50	90	230	60	90
	Clerical, Sales & Service Workers	100	140	50	10	10	10	20	50
	Production & Transport Operators, Cleaners & Labourers	610	1 330	1 670	510	260	460	440	480

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

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

- : nil or negligible

Notes :

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

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

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

	Number of Workers							
	2013	2014	2015	2015				2016
				1Q	2Q	3Q	4Q	1Q
<u>WORKERS ON SHORT WORK-WEEK OR TEMPORARY LAY-OFF</u>								
TOTAL	980	260	810	800	990	640	810	920
SECTOR								
Manufacturing	900	130	530	400	650	500	580	530
Construction	20	100	170	340	200	100	60	140
Services	70	30	110	70	140	40	180	260
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	180	40	260	110	350	290	290	200
Clerical, Sales & Service Workers	20	10	50	20	40	40	100	80
Production & Transport Operators, Cleaners & Labourers	780	210	500	680	600	310	420	640
<u>WORKERS ON SHORT WORK-WEEK</u>								
TOTAL	960	150	660	550	920	430	760	810
SECTOR								
Manufacturing	890	120	490	390	650	370	570	530
Construction	10	20	80	100	150	50	20	50
Services	60	20	90	60	120	20	170	240
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	170	30	250	90	340	280	290	200
Clerical, Sales & Service Workers	20	10	50	20	40	40	100	70
Production & Transport Operators, Cleaners & Labourers	770	120	370	440	540	110	370	540
<u>WORKERS ON TEMPORARY LAY-OFF</u>								
TOTAL	20	100	150	260	70	210	50	110
SECTOR								
Manufacturing	10	10	40	10	10	130	10	-
Construction	10	80	100	240	50	50	40	90
Services	10	10	10	10	20	20	-	20
Others*	-	-	-	-	-	-	-	-
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	10	10	10	20	-	-	-	-
Clerical, Sales & Service Workers	-	-	-	-	-	10	-	10
Production & Transport Operators, Cleaners & Labourers	10	90	140	240	70	200	50	100

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 workers 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 RESIDENTS MADE REDUNDANT WHO RE-ENTERED EMPLOYMENT BY GENDER, AGE, HIGHEST QUALIFICATION ATTAINED AND OCCUPATIONAL GROUP PRIOR TO REDUNDANCY

Characteristics	Per Cent							
	2013	2014	2015	2015				2016
				1Q	2Q	3Q	4Q	1Q
TOTAL	52.7	54.6	54.3	57.0	54.8	54.9	50.5	45.6
GENDER								
Males	51.2	51.6	52.2	54.0	55.0	52.0	47.7	44.4
Females	54.7	57.9	56.9	59.9	54.4	58.6	54.7	47.1
AGE GROUP (YEARS)								
Below 30	63.7	66.4	68.3	71.2	65.9	70.7	65.3	63.3
30 - 39	59.6	60.0	59.5	60.0	59.2	61.4	57.2	51.6
40 & Over	48.0	50.8	50.1	53.0	51.7	50.0	45.5	40.9
40 - 49	52.4	51.7	52.2	55.7	52.1	51.4	49.5	44.7
50 & Over	41.7	49.9	47.7	50.2	51.3	48.7	40.5	36.6
HIGHEST QUALIFICATION ATTAINED								
Below Secondary	61.4	63.0	63.9	68.0	66.1	71.4	50.0	49.8
Secondary	57.8	63.8	61.7	66.4	61.7	63.3	55.2	46.9
Post-Secondary (Non-Tertiary)	55.5	60.9	54.8	67.6	41.8	51.7	58.1	41.2
Diploma & Professional Qualification	52.8	56.8	55.0	55.3	55.2	54.7	54.8	44.1
Degree	47.3	45.6	47.0	46.2	47.9	47.6	46.3	41.7
OCCUPATIONAL GROUP PRIOR TO REDUNDANCY								
Professionals, Managers, Executives & Technicians	47.8	48.6	49.0	48.9	49.1	49.6	48.3	42.5
Clerical, Sales & Service Workers	61.4	67.1	70.0	79.1	65.9	71.9	63.0	55.0
Production & Transport Operators, Cleaners & Labourers	63.7	66.1	61.4	60.6	70.3	61.9	52.7	49.8

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

Notes :

- 1) The quarterly rates show the rates of re-entry into employment as at end of the quarter for residents made redundant in the previous quarter.
- 2) The annual rates are the simple average of the quarterly rates of re-entry into employment.
- 3) Data refer to the proportion of residents made redundant by private sector establishments (each with at least 25 employees) and the public sector, who re-entered employment.

6.1 JOB VACANCY

JOB VACANCY BY INDUSTRY AND OCCUPATIONAL GROUP

In Thousands

	2013	2014	2015	2015				2016
				Mar	Jun	Sep	Dec	Mar
TOTAL	55.4	63.3	59.3	63.7	63.0	60.0	50.6	49.2
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	7.8	8.5	7.0	7.8	6.8	6.9	6.5	5.9
C10-12 Food, Beverages & Tobacco	0.7	0.8	0.8	0.6	0.6	1.0	0.8	0.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.5	0.5	0.4	0.5	0.4	0.3	0.2	0.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.5	0.5	0.5	0.6	0.7	0.4	0.5	0.4
C25,28 Fabricated Metal Products, Machinery & Equipment	2.0	2.1	1.4	1.7	1.4	1.3	1.1	1.2
C26 Electronic, Computer & Optical Products	1.7	2.1	2.0	2.6	2.2	1.5	1.5	1.5
C29-30 Transport Equipment	1.5	1.7	1.2	1.1	0.9	1.4	1.7	1.0
Other Manufacturing Industries	0.9	0.7	0.7	0.7	0.6	0.9	0.7	0.8
F41-43 CONSTRUCTION	3.8	3.6	2.9	3.2	3.3	3.2	1.9	2.0
G-U SERVICES	43.2	50.7	48.9	52.3	52.4	49.2	41.7	40.9
G46-47 WHOLESALE AND RETAIL TRADE	7.0	7.9	7.2	7.5	8.2	7.0	6.3	6.2
G46 Wholesale Trade	3.5	4.1	4.0	4.5	4.4	3.9	3.0	2.8
G47 Retail Trade	3.4	3.9	3.3	2.9	3.8	3.1	3.3	3.4
H49-53 TRANSPORTATION AND STORAGE	3.8	4.2	3.8	4.5	4.1	3.5	3.1	3.2
H49,5221 Land Transport & Supporting Services	0.9	1.1	0.9	1.0	1.2	0.7	0.7	0.8
H50,5222, 5225 Water Transport & Supporting Services	0.9	0.8	0.5	0.7	0.5	0.5	0.3	0.4
H51,5223 Air Transport & Supporting Services	1.0	0.9	1.0	1.3	1.0	0.9	0.8	0.8
Other Transportation & Storage Services	1.0	1.4	1.4	1.5	1.4	1.4	1.2	1.2
I55-56 ACCOMMODATION AND FOOD SERVICES	6.2	7.4	7.2	7.5	6.9	8.3	6.1	5.9
I55 Accommodation	1.5	1.8	1.8	1.8	1.8	1.9	1.7	1.7
I56 Food & Beverage Services	4.7	5.6	5.4	5.7	5.1	6.4	4.4	4.3
J58-63 INFORMATION AND COMMUNICATIONS	1.7	2.4	2.8	2.4	2.9	3.3	2.5	2.7
J58-61 Telecommunications, Broadcasting & Publishing	0.6	0.6	0.7	0.6	0.6	1.0	0.8	0.8
J62-63 IT & Other Information Services	1.1	1.8	2.0	1.8	2.3	2.3	1.7	1.9
K64-66 FINANCIAL AND INSURANCE SERVICES	2.8	3.8	3.7	3.6	4.1	3.5	3.7	3.2
K64 & 66 (excl.662) Financial Services	2.4	3.4	3.3	3.3	3.7	3.0	3.2	2.7
K65 & 662 Insurance Services	0.4	0.4	0.4	0.3	0.4	0.5	0.4	0.6
L68 REAL ESTATE SERVICES	2.1	2.3	2.2	2.3	2.0	2.6	1.9	1.2
M69-75 PROFESSIONAL SERVICES	2.9	3.5	4.1	5.0	4.3	3.8	3.3	3.3
M69-70 Legal, Accounting & Management Services	1.2	1.9	2.5	3.2	2.6	2.1	1.9	1.8
M71 Architectural & Engineering Services	1.0	0.9	0.8	0.8	0.8	0.9	0.8	0.7
Other Professional Services	0.7	0.7	0.8	0.9	0.9	0.7	0.6	0.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.4	5.4	5.3	5.5	5.6	5.3	4.8	4.5
N80 Security & Investigation	1.6	2.0	2.4	2.5	2.3	2.5	2.4	2.3
N81 Cleaning & Landscaping	1.5	1.8	1.6	1.8	1.8	1.6	1.3	1.1
Other Administrative & Support Services	1.3	1.6	1.3	1.3	1.5	1.2	1.2	1.2
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	12.4	13.7	12.6	14.0	14.3	12.0	10.2	10.7
O84,P85 Public Administration & Education	6.5	6.5	5.9	5.9	7.3	6.0	4.5	4.8
Q86-88 Health & Social Services	3.0	4.4	3.6	4.6	4.3	3.0	2.6	3.1
R90-93 Arts, Entertainment & Recreation	1.5	1.5	2.0	2.5	1.7	1.7	1.9	1.8
S,T,U Other Community, Social & Personal Services	1.4	1.2	1.1	1.0	0.9	1.2	1.1	1.0
A,B,D,E,V OTHERS*	0.6	0.5	0.5	0.4	0.4	0.7	0.4	0.3
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	23.5	28.4	28.6	31.1	32.1	27.2	23.9	24.6
Clerical, Sales & Service Workers	15.9	18.4	16.9	17.5	17.4	17.9	14.6	13.7
Production & Transport Operators, Cleaners & Labourers	16.0	16.5	13.9	15.0	13.5	14.9	12.1	10.9

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

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

Notes :

- 1) Data pertain to private sector establishments (each with at least 25 employees) and the public sector.
- 2) Data may not add up to the total due to rounding.
- 3) 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							
	2013	2014	2015	2015				2016
				Mar	Jun	Sep	Dec	Mar
TOTAL	2.7	3.0	2.8	3.0	2.9	2.7	2.4	2.4
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	1.9	2.1	1.8	2.0	1.7	1.7	1.7	1.6
C10-12 Food, Beverages & Tobacco	2.7	3.0	2.6	2.4	2.3	3.2	2.6	2.5
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	2.2	1.6	2.0	1.8	1.5	1.1	1.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.0	1.8	1.8	2.0	2.3	1.5	1.6	1.3
C25,28 Fabricated Metal Products, Machinery & Equipment	2.0	2.1	1.4	1.8	1.5	1.3	1.1	1.4
C26 Electronic, Computer & Optical Products	2.0	2.5	2.3	3.1	2.6	1.8	1.9	1.9
C29-30 Transport Equipment	1.5	1.7	1.3	1.1	0.9	1.5	1.8	1.1
Other Manufacturing Industries	2.3	1.9	1.9	1.8	1.6	2.2	1.8	1.9
F41-43 CONSTRUCTION	1.3	1.2	0.9	1.0	1.1	1.0	0.6	0.7
G-U SERVICES	3.3	3.7	3.5	3.7	3.7	3.4	3.0	2.9
G46-47 WHOLESALE AND RETAIL TRADE	3.0	3.3	2.9	3.0	3.3	2.9	2.7	2.6
G46 Wholesale Trade	2.2	2.5	2.3	2.6	2.5	2.3	1.9	1.8
G47 Retail Trade	4.9	5.1	4.3	3.9	5.0	4.0	4.3	4.5
H49-53 TRANSPORTATION AND STORAGE	2.6	2.8	2.4	2.8	2.6	2.3	2.0	2.1
H49,5221 Land Transport & Supporting Services	2.9	3.3	2.4	2.6	2.9	1.9	2.0	2.2
H50,5222, 5225 Water Transport & Supporting Services	2.5	2.2	1.3	1.9	1.2	1.3	0.9	1.1
H51,5223 Air Transport & Supporting Services	3.1	2.7	3.0	3.8	3.0	2.7	2.4	2.5
Other Transportation & Storage Services	2.2	3.1	3.0	3.2	3.0	3.1	2.6	2.6
I55-56 ACCOMMODATION AND FOOD SERVICES	5.3	5.9	5.4	5.7	5.3	6.0	4.6	4.6
I55 Accommodation	6.3	7.5	7.3	7.5	7.5	7.4	6.9	6.9
I56 Food & Beverage Services	5.1	5.5	5.0	5.3	4.8	5.7	4.1	4.0
J58-63 INFORMATION AND COMMUNICATIONS	2.8	3.5	3.8	3.4	4.0	4.5	3.5	3.8
J58-61 Telecommunications, Broadcasting & Publishing	2.3	2.3	2.5	2.0	2.0	3.3	2.6	2.8
J62-63 IT & Other Information Services	3.1	4.3	4.8	4.3	5.3	5.3	4.2	4.4
K64-66 FINANCIAL AND INSURANCE SERVICES	2.2	2.9	2.8	2.7	3.0	2.6	2.7	2.4
K64 & 66 (excl.662) Financial Services	2.1	2.9	2.8	2.8	3.1	2.5	2.8	2.3
K65 & 662 Insurance Services	2.9	2.8	2.5	2.1	2.6	2.9	2.4	3.1
L68 REAL ESTATE SERVICES	3.5	3.9	3.8	3.9	3.4	4.6	3.5	2.3
M69-75 PROFESSIONAL SERVICES	2.2	2.7	3.0	3.7	3.2	2.7	2.5	2.5
M69-70 Legal, Accounting & Management Services	1.9	3.0	3.8	5.0	4.0	3.2	2.9	2.8
M71 Architectural & Engineering Services	2.0	1.9	1.7	1.6	1.6	1.9	1.7	1.6
Other Professional Services	3.5	3.3	3.5	4.2	4.0	3.2	2.7	3.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.8	4.5	3.9	4.3	4.3	3.7	3.4	3.2
N80 Security & Investigation	4.2	5.0	5.6	5.9	5.4	5.7	5.3	5.0
N81 Cleaning & Landscaping	3.7	4.3	3.3	4.0	3.9	3.0	2.4	2.1
Other Administrative & Support Services	3.5	4.1	2.9	3.0	3.5	2.7	2.5	2.8
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	3.9	4.1	3.7	4.1	4.2	3.5	3.0	3.1
O84,P85 Public Administration & Education	3.9	3.9	3.4	3.4	4.2	3.4	2.6	2.7
Q86-88 Health & Social Services	3.6	4.8	3.8	4.8	4.5	3.2	2.8	3.2
R90-93 Arts, Entertainment & Recreation	3.8	3.8	4.8	5.9	4.2	4.3	4.7	4.4
S,T,U Other Community, Social & Personal Services	4.5	4.1	3.5	3.3	3.2	3.7	3.7	3.4
A,B,D,E,V OTHERS*	3.2	2.5	2.3	2.1	2.0	3.1	2.1	1.5
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	2.7	3.0	2.9	3.2	3.2	2.7	2.5	2.5
Clerical, Sales & Service Workers	3.8	4.3	3.9	4.1	4.1	4.0	3.4	3.2
Production & Transport Operators, Cleaners & Labourers	2.2	2.3	1.9	2.1	1.9	2.0	1.7	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) 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, FIRST QUARTER 2016

Industry (SSIC 2010)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)	Vacancy ('000)	Vacancy Rate (%)
TOTAL	49.2	2.4	24.6	2.5	13.7	3.2	10.9	1.6
C10-32 MANUFACTURING	5.9	1.6	2.8	1.8	0.5	1.9	2.6	1.3
C10-12 Food, Beverages & Tobacco	0.8	2.5	0.1	1.5	0.4	4.3	0.3	2.1
C17,18,22 Paper / Rubber / Plastic Products & Printing	0.3	1.3	0.1	1.5	-	-	0.1	1.3
C19-21 Petroleum, Chemical & Pharmaceutical Products	0.4	1.3	0.3	1.2	-	-	0.1	1.5
C25,28 Fabricated Metal Products, Machinery & Equipment	1.2	1.4	0.6	1.9	-	-	0.6	1.1
C26 Electronic, Computer & Optical Products	1.5	1.9	0.9	2.0	-	-	0.6	1.8
C29-30 Transport Equipment	1.0	1.1	0.6	1.9	-	-	0.4	0.7
Other Manufacturing Industries	0.8	1.9	0.3	2.2	-	-	0.5	1.8
F41-43 CONSTRUCTION	2.0	0.7	0.7	1.2	0.2	1.3	1.1	0.5
G-U SERVICES	40.9	2.9	20.9	2.8	12.9	3.4	7.1	2.7
G46-47 WHOLESALE AND RETAIL TRADE	6.2	2.6	2.4	2.2	3.1	3.5	0.7	1.8
G46 Wholesale Trade	2.8	1.8	1.8	2.0	0.6	1.4	0.5	1.5
G47 Retail Trade	3.4	4.5	0.6	3.5	2.6	5.0	0.2	3.0
H49-53 TRANSPORTATION AND STORAGE	3.2	2.1	0.8	1.8	0.8	1.9	1.6	2.5
H49,5221 Land Transport & Supporting Services	0.8	2.2	-	-	0.2	3.3	0.6	2.3
H50,5222, 5225 Water Transport & Supporting Services	0.4	1.1	0.2	1.3	-	-	0.2	1.1
H51,5223 Air Transport & Supporting Services	0.8	2.5	0.2	3.0	0.4	2.0	0.2	3.8
Other Transportation & Storage Services	1.2	2.6	0.3	2.0	0.2	1.7	0.7	3.6
I55-56 ACCOMMODATION AND FOOD SERVICES	5.9	4.6	1.1	4.1	3.3	4.2	1.6	6.0
I55 Accommodation	1.7	6.9	0.4	4.8	0.8	8.0	0.5	7.6
I56 Food & Beverage Services	4.3	4.0	0.7	3.8	2.5	3.6	1.1	5.5
J58-63 INFORMATION AND COMMUNICATIONS	2.7	3.8	2.4	4.0	0.2	2.6	0.1	2.3
J58-61 Telecommunications, Broadcasting & Publishing	0.8	2.8	0.7	3.1	0.1	1.5	-	-
J62-63 IT & Other Information Services	1.9	4.4	1.7	4.5	0.1	4.8	0.1	2.7
K64-66 FINANCIAL AND INSURANCE SERVICES	3.2	2.4	2.9	2.4	0.3	2.0	-	-
K64 & 66 (excl.662) Financial Services	2.7	2.3	2.5	2.3	0.2	1.7	-	-
K65 & 662 Insurance Services	0.6	3.1	0.4	3.2	0.1	2.7	-	-
L68 REAL ESTATE SERVICES	1.2	2.3	0.4	1.9	0.2	3.1	0.6	2.3
M69-75 PROFESSIONAL SERVICES	3.3	2.5	2.5	2.5	0.5	3.5	0.3	1.8
M69-70 Legal, Accounting & Management Services	1.8	2.8	1.3	2.6	0.4	4.1	0.1	2.3
M71 Architectural & Engineering Services	0.7	1.6	0.5	1.7	-	-	0.2	1.5
Other Professional Services	0.8	3.7	0.7	3.8	0.1	4.3	-	-
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.5	3.2	0.8	3.5	2.3	4.4	1.4	2.2
N80 Security & Investigation	2.3	5.0	0.1	4.2	2.1	5.1	0.1	3.6
N81 Cleaning & Landscaping	1.1	2.1	-	-	-	-	1.0	2.2
Other Administrative & Support Services	1.2	2.8	0.7	3.8	0.2	2.0	0.3	2.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	10.7	3.1	7.6	3.1	2.2	3.0	0.8	3.9
O84,P85 Public Administration & Education	4.8	2.7	4.4	2.9	0.2	1.4	0.1	1.9
Q86-88 Health & Social Services	3.1	3.2	2.2	3.3	0.7	2.9	0.2	3.8
R90-93 Arts, Entertainment & Recreation	1.8	4.4	0.7	4.6	0.9	4.0	0.3	5.1
S,T,U Other Community, Social & Personal Services	1.0	3.4	0.4	2.5	0.4	4.0	0.3	4.6
A,B,D,E,V OTHERS*	0.3	1.5	0.2	1.9	-	-	0.1	0.9

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
		2013	2014	2015	2015				2016
					1Q	2Q	3Q	4Q	1Q
TOTAL		2.7	2.6	2.4	2.3	2.6	2.5	2.2	2.3
INDUSTRY (SSIC 2010)									
C10-32	MANUFACTURING	1.9	1.8	1.6	1.5	1.8	1.7	1.2	1.6
C10-12	Food, Beverages & Tobacco	3.2	3.1	3.2	2.6	3.5	3.7	2.9	2.9
C17,18,22	Paper / Rubber / Plastic Products & Printing	1.8	1.8	1.8	1.6	2.2	1.9	1.4	1.5
C19-21	Petroleum, Chemical & Pharmaceutical Products	1.8	1.8	1.4	1.2	1.7	1.8	1.0	1.3
C25,28	Fabricated Metal Products, Machinery & Equipment	1.9	1.9	1.5	1.3	1.6	1.8	1.0	1.5
C26	Electronic, Computer & Optical Products	1.5	1.7	1.6	1.6	2.1	1.5	1.0	1.8
C29-30	Transport Equipment	1.8	1.3	1.1	1.4	1.1	1.0	0.8	1.4
	Other Manufacturing Industries	2.0	2.0	1.8	1.8	2.1	1.8	1.5	1.7
F41-43	CONSTRUCTION	3.3	2.6	2.5	2.3	2.7	2.5	2.3	2.3
G-U	SERVICES	2.8	2.8	2.6	2.6	2.8	2.7	2.5	2.5
G46-47	WHOLESALE AND RETAIL TRADE	3.5	3.1	2.7	2.5	2.8	2.7	2.6	2.5
G46	Wholesale Trade	2.8	2.4	2.0	1.9	2.2	2.2	1.8	2.0
G47	Retail Trade	5.1	4.8	4.1	3.9	4.2	3.8	4.5	3.8
H49-53	TRANSPORTATION AND STORAGE	2.3	2.1	2.0	2.0	2.2	2.2	1.7	1.8
H49,5221	Land Transport & Supporting Services	2.2	2.1	2.2	1.9	2.4	2.8	1.7	1.8
H50,5222,5225	Water Transport & Supporting Services	2.3	1.9	1.7	2.2	1.8	1.4	1.4	1.4
H51,5223	Air Transport & Supporting Services	1.5	1.1	1.5	1.3	1.7	1.9	1.3	1.2
	Other Transportation & Storage Services	3.0	3.1	2.5	2.6	2.7	2.5	2.1	2.4
I55-56	ACCOMMODATION AND FOOD SERVICES	4.6	4.7	4.5	4.0	4.8	4.2	5.0	4.1
I55	Accommodation	3.4	3.4	3.5	3.2	3.6	4.1	3.0	3.2
I56	Food & Beverage Services	4.9	5.0	4.7	4.2	5.0	4.2	5.4	4.3
J58-63	INFORMATION AND COMMUNICATIONS	2.7	3.0	2.6	2.4	2.6	2.9	2.6	2.4
J58-61	Telecommunications, Broadcasting & Publishing	2.3	2.5	2.2	2.0	2.1	2.4	2.2	2.1
J62-63	IT & Other Information Services	3.0	3.3	3.0	2.7	2.9	3.3	2.8	2.6
K64-66	FINANCIAL AND INSURANCE SERVICES	2.1	2.2	2.0	1.7	2.2	2.4	1.7	1.7
K64 & 66 (excl.662)	Financial Services	2.0	2.1	1.9	1.7	2.2	2.4	1.5	1.6
K65 & 662	Insurance Services	2.4	2.5	2.5	2.0	2.6	2.9	2.5	2.3
L68	REAL ESTATE SERVICES	3.6	3.8	3.5	3.5	3.8	3.5	3.3	3.6
M69-75	PROFESSIONAL SERVICES	2.5	2.3	2.2	2.0	2.4	2.6	1.9	2.2
M69-70	Legal, Accounting & Management Services	2.5	2.4	2.5	2.3	2.6	3.1	2.2	2.3
M71	Architectural & Engineering Services	2.4	2.2	1.8	1.5	2.1	1.9	1.6	2.1
	Other Professional Services	2.4	2.2	2.3	2.4	2.4	2.7	1.6	2.1
N77-82	ADMINISTRATIVE AND SUPPORT SERVICES	4.8	5.2	4.7	4.5	5.2	4.3	5.0	4.7
N80	Security & Investigation	5.0	4.6	4.2	4.5	4.5	4.0	3.7	3.6
N81	Cleaning & Landscaping	4.9	5.6	5.1	4.9	5.9	4.7	5.0	5.2
	Other Administrative & Support Services	4.3	5.3	4.8	4.0	5.0	4.1	6.3	5.3
O-U	COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.6	1.6	1.6	1.9	1.7	1.7	1.3	1.5
O84,P85	Public Administration & Education	1.1	1.1	1.1	1.4	1.0	1.3	0.9	1.1
Q86-88	Health & Social Services	2.0	2.1	2.0	2.1	2.3	2.0	1.5	1.6
R90-93	Arts, Entertainment & Recreation	2.2	2.4	2.6	3.3	2.5	2.7	1.9	1.9
S,T,U	Other Community, Social & Personal Services	2.6	2.4	2.2	2.4	2.5	1.8	1.9	2.4
A,B,D,E,V	OTHERS*	2.2	2.1	1.6	1.5	1.7	1.8	1.5	1.4
OCCUPATIONAL GROUP									
	Professionals, Managers, Executives & Technicians	1.9	1.9	1.8	1.7	1.9	2.0	1.5	1.5
	Clerical, Sales & Service Workers	3.8	3.8	3.5	3.4	3.7	3.3	3.6	3.2
	Production & Transport Operators, Cleaners & Labourers	3.1	2.9	2.6	2.5	2.9	2.6	2.4	2.7

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

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

Notes :

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

7.2 LABOUR TURNOVER

AVERAGE MONTHLY RESIGNATION RATE BY INDUSTRY AND OCCUPATIONAL GROUP

	Per Cent							
	2013	2014	2015	2015				2016
				1Q	2Q	3Q	4Q	1Q
TOTAL	2.0	2.0	1.9	1.9	2.1	1.9	1.7	1.8
INDUSTRY (SSIC 2010)								
C10-32 MANUFACTURING	1.5	1.5	1.5	1.6	1.7	1.5	1.1	1.5
C10-12 Food, Beverages & Tobacco	2.5	2.8	2.7	2.6	3.2	2.6	2.2	2.7
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.8	1.9	1.6	1.6	2.1	1.7	1.1	1.6
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.0	1.2	1.0	0.9	1.1	1.2	0.7	0.8
C25,28 Fabricated Metal Products, Machinery & Equipment	1.6	1.6	1.6	1.7	1.8	1.6	1.2	1.6
C26 Electronic, Computer & Optical Products	1.4	1.5	1.4	1.7	1.6	1.3	0.9	1.6
C29-30 Transport Equipment	1.1	1.2	1.3	1.3	1.5	1.3	1.1	1.2
Other Manufacturing Industries	1.7	1.7	1.5	1.9	1.6	1.5	1.1	1.5
F41-43 CONSTRUCTION	2.0	1.9	1.8	1.8	2.1	1.7	1.7	1.6
G-U SERVICES	2.2	2.2	2.0	2.0	2.2	2.0	1.8	2.0
G46-47 WHOLESALE AND RETAIL TRADE	2.9	2.6	2.2	2.3	2.5	2.1	1.9	2.4
G46 Wholesale Trade	2.2	2.0	1.7	1.5	2.0	1.8	1.4	1.8
G47 Retail Trade	4.3	4.0	3.4	4.2	3.7	2.9	2.9	3.8
H49-53 TRANSPORTATION AND STORAGE	1.7	1.7	1.5	1.5	1.5	1.6	1.2	1.4
H49,5221 Land Transport & Supporting Services	1.4	1.5	1.4	1.3	1.4	1.6	1.1	1.3
H50,5222, 5225 Water Transport & Supporting Services	1.7	1.3	1.1	1.0	1.1	1.2	1.0	1.1
H51,5223 Air Transport & Supporting Services	0.9	1.0	1.0	1.1	1.0	1.2	0.8	1.0
Other Transportation & Storage Services	2.4	2.6	2.1	2.3	2.4	2.2	1.6	2.1
I55-56 ACCOMMODATION AND FOOD SERVICES	4.1	4.3	4.0	3.9	4.6	3.7	3.8	3.9
I55 Accommodation	3.1	3.0	3.0	2.8	3.6	3.2	2.3	2.9
I56 Food & Beverage Services	4.3	4.6	4.3	4.2	4.8	3.8	4.2	4.1
J58-63 INFORMATION AND COMMUNICATIONS	2.0	1.8	1.8	1.6	1.8	1.9	1.8	1.8
J58-61 Telecommunications, Broadcasting & Publishing	1.6	1.5	1.5	1.5	1.7	1.5	1.4	1.6
J62-63 IT & Other Information Services	2.2	2.0	2.0	1.7	2.0	2.1	2.1	2.0
K64-66 FINANCIAL AND INSURANCE SERVICES	1.4	1.4	1.3	1.0	1.5	1.6	1.2	1.0
K64 & 66 (excl.662) Financial Services	1.3	1.3	1.2	1.0	1.4	1.5	1.1	0.9
K65 & 662 Insurance Services	1.6	1.9	1.7	1.4	1.9	1.8	1.6	1.4
L68 REAL ESTATE SERVICES	3.0	3.4	3.1	3.0	3.4	3.0	2.8	2.7
M69-75 PROFESSIONAL SERVICES	1.8	1.8	1.8	1.7	1.9	1.8	1.7	1.5
M69-70 Legal, Accounting & Management Services	1.9	1.8	1.8	1.7	2.0	1.8	1.8	1.6
M71 Architectural & Engineering Services	1.7	1.8	1.6	1.5	1.8	1.6	1.4	1.4
Other Professional Services	1.7	1.7	2.1	2.0	2.2	2.2	1.8	1.8
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	3.8	4.0	3.4	3.6	3.8	3.1	3.3	3.5
N80 Security & Investigation	4.0	3.7	3.1	3.4	3.4	2.9	2.9	2.8
N81 Cleaning & Landscaping	4.3	4.7	4.2	4.4	4.5	3.7	4.2	4.2
Other Administrative & Support Services	3.1	3.4	2.9	2.8	3.4	2.7	2.7	3.3
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.1	1.1	1.1	1.2	1.2	1.1	0.8	1.1
O84,P85 Public Administration & Education	0.7	0.7	0.6	0.7	0.7	0.6	0.5	0.7
Q86-88 Health & Social Services	1.2	1.2	1.2	1.3	1.3	1.2	0.9	1.3
R90-93 Arts, Entertainment & Recreation	2.0	2.1	2.2	2.3	2.2	2.4	1.7	1.6
S,T,U Other Community, Social & Personal Services	2.4	2.2	1.9	2.1	2.1	1.6	1.6	2.0
A,B,D,E,V OTHERS*	1.5	1.5	1.4	1.4	1.4	1.4	1.3	1.3
OCCUPATIONAL GROUP								
Professionals, Managers, Executives & Technicians	1.3	1.3	1.3	1.2	1.4	1.4	1.1	1.2
Clerical, Sales & Service Workers	3.1	3.1	2.8	3.0	3.2	2.6	2.5	2.9
Production & Transport Operators, Cleaners & Labourers	2.2	2.3	2.1	2.2	2.4	2.0	1.9	2.1

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

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

Notes :

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

7.3 LABOUR TURNOVER

AVERAGE MONTHLY RECRUITMENT RATE AND RESIGNATION RATE BY INDUSTRY
AND OCCUPATIONAL GROUP, FIRST QUARTER 2016

Per Cent

Industry (SSIC 2010)	Total		Occupational Group					
			Professionals, Managers, Executives & Technicians		Clerical, Sales & Service Workers		Production & Transport Operators, Cleaners & Labourers	
	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation	Recruitment	Resignation
TOTAL	2.3	1.8	1.5	1.2	3.2	2.9	2.7	2.1
C10-32 MANUFACTURING	1.6	1.5	1.1	1.0	2.3	2.0	1.9	1.9
C10-12 Food, Beverages & Tobacco	2.9	2.7	1.5	1.3	4.1	3.4	2.9	3.2
C17,18,22 Paper / Rubber / Plastic Products & Printing	1.5	1.6	1.3	1.3	1.5	1.3	1.7	1.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	1.3	0.8	1.3	0.7	0.9	1.3	1.2	1.0
C25,28 Fabricated Metal Products, Machinery & Equipment	1.5	1.6	1.2	1.2	1.9	1.5	1.6	1.9
C26 Electronic, Computer & Optical Products	1.8	1.6	1.0	1.0	1.6	0.7	2.9	2.5
C29-30 Transport Equipment	1.4	1.2	0.8	0.7	1.3	1.3	1.6	1.5
Other Manufacturing Industries	1.7	1.5	1.4	1.0	1.9	2.3	1.8	1.6
F41-43 CONSTRUCTION	2.3	1.6	1.5	1.7	1.6	1.6	2.5	1.5
G-U SERVICES	2.5	2.0	1.7	1.2	3.4	3.0	3.5	2.8
G46-47 WHOLESALE AND RETAIL TRADE	2.5	2.4	1.6	1.4	3.6	3.6	2.5	2.4
G46 Wholesale Trade	2.0	1.8	1.6	1.3	2.5	2.4	2.4	2.3
G47 Retail Trade	3.8	3.8	1.9	1.7	4.5	4.6	3.1	3.1
H49-53 TRANSPORTATION AND STORAGE	1.8	1.4	1.4	1.1	1.8	1.5	2.1	1.5
H49,5221 Land Transport & Supporting Services	1.8	1.3	1.4	0.8	2.2	1.9	1.9	1.3
H50,5222, 5225 Water Transport & Supporting Services	1.4	1.1	1.1	1.1	1.5	1.5	1.7	1.0
H51,5223 Air Transport & Supporting Services	1.2	1.0	1.1	0.7	1.2	1.1	1.6	1.2
Other Transportation & Storage Services	2.4	2.1	1.8	1.6	2.8	2.2	2.7	2.4
I55-56 ACCOMMODATION AND FOOD SERVICES	4.1	3.9	2.4	2.3	4.7	4.5	4.2	3.7
I55 Accommodation	3.2	2.9	2.2	2.3	3.4	3.2	4.0	3.0
I56 Food & Beverage Services	4.3	4.1	2.5	2.2	4.8	4.7	4.3	4.0
J58-63 INFORMATION AND COMMUNICATIONS	2.4	1.8	2.2	1.8	3.8	2.4	2.6	1.6
J58-61 Telecommunications, Broadcasting & Publishing	2.1	1.6	1.7	1.4	4.0	2.6	6.1	0.8
J62-63 IT & Other Information Services	2.6	2.0	2.6	2.0	3.2	1.9	1.7	1.8
K64-66 FINANCIAL AND INSURANCE SERVICES	1.7	1.0	1.6	0.9	2.3	1.4	1.9	1.5
K64 & 66 (excl.662) Financial Services	1.6	0.9	1.5	0.9	2.1	1.2	2.1	1.6
K65 & 662 Insurance Services	2.3	1.4	2.1	1.2	2.9	1.9	0.4	0.4
L68 REAL ESTATE SERVICES	3.6	2.7	1.6	1.2	3.8	3.6	5.4	3.8
M69-75 PROFESSIONAL SERVICES	2.2	1.5	2.0	1.4	3.0	2.5	2.7	1.6
M69-70 Legal, Accounting & Management Services	2.3	1.6	2.1	1.3	3.0	2.6	3.3	2.0
M71 Architectural & Engineering Services	2.1	1.4	1.7	1.2	2.9	1.9	2.8	1.5
Other Professional Services	2.1	1.8	2.1	1.8	3.1	2.5	1.2	1.4
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.7	3.5	3.5	2.1	4.6	3.2	5.3	4.2
N80 Security & Investigation	3.6	2.8	3.7	2.6	3.7	2.9	2.0	1.2
N81 Cleaning & Landscaping	5.2	4.2	1.8	1.3	3.0	1.9	5.5	4.5
Other Administrative & Support Services	5.3	3.3	3.8	2.2	8.4	4.8	5.2	3.7
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	1.5	1.1	1.2	0.8	2.1	1.7	2.1	1.5
O84,P85 Public Administration & Education	1.1	0.7	1.0	0.6	1.9	1.0	1.3	1.1
Q86-88 Health & Social Services	1.6	1.3	1.4	1.1	2.1	1.6	2.4	1.9
R90-93 Arts, Entertainment & Recreation	1.9	1.6	1.8	1.4	1.9	1.9	2.4	1.3
S,T,U Other Community, Social & Personal Services	2.4	2.0	2.3	1.6	2.6	2.7	2.2	1.8
A,B,D,E,V OTHERS*	1.4	1.3	0.7	0.5	1.2	1.4	2.4	2.7

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

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

- : nil or negligible

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

8.1 HOURS WORKED

AVERAGE WEEKLY TOTAL PAID HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)	2013	2014	2015	2015				Hours
				Mar	Jun	Sep	Dec	2016
				Mar	Jun	Sep	Dec	Mar
TOTAL	46.2	46.0	45.6	45.6	45.6	45.6	45.5	45.5
C10-32 MANUFACTURING	50.1	49.7	49.3	49.3	49.4	49.3	49.0	49.1
C10-12 Food, Beverages & Tobacco	47.0	47.0	46.6	46.4	46.7	47.1	46.3	46.3
C17,18,22 Paper / Rubber / Plastic Products & Printing	49.1	49.3	48.5	48.7	48.4	48.7	48.3	47.9
C19-21 Petroleum, Chemical & Pharmaceutical Products	44.7	44.5	44.4	44.3	44.3	44.4	44.5	44.5
C25,28 Fabricated Metal Products, Machinery & Equipment	52.6	52.1	51.0	50.9	51.2	51.1	50.8	50.5
C26 Electronic, Computer & Optical Products	46.9	46.8	46.4	46.4	46.4	46.5	46.3	47.1
C29-30 Transport Equipment	53.1	52.4	52.7	53.0	52.7	52.6	52.4	52.2
Other Manufacturing Industries	50.2	49.2	48.5	48.3	49.3	48.3	48.3	48.6
F41-43 CONSTRUCTION	53.2	52.9	52.1	52.0	52.2	52.1	51.9	52.2
G-U SERVICES	43.4	43.2	43.1	43.1	43.0	43.1	43.1	43.1
G46-47 WHOLESALE AND RETAIL TRADE	43.2	43.1	43.0	43.0	43.3	43.1	42.6	42.6
G46 Wholesale Trade	43.6	43.6	43.4	43.5	43.7	43.5	43.0	42.9
G47 Retail Trade	42.3	42.0	42.1	41.8	42.4	42.3	41.8	42.0
H49-53 TRANSPORTATION AND STORAGE	45.7	45.8	45.7	45.8	45.3	45.7	46.1	45.8
H49,5221 Land Transport & Supporting Services	46.8	46.9	46.0	46.3	45.3	46.2	46.2	46.5
H50,5222, 5225 Water Transport & Supporting Services	44.3	44.5	44.3	44.7	44.2	44.0	44.5	44.6
H51,5223 Air Transport & Supporting Services	45.1	45.0	45.2	45.6	44.4	44.7	46.0	45.1
Other Transportation & Storage Services	46.7	46.7	47.1	46.6	46.8	47.6	47.4	46.7
I55-56 ACCOMMODATION AND FOOD SERVICES	43.0	42.0	41.5	41.4	41.3	41.5	41.9	42.1
I55 Accommodation	46.6	46.5	46.4	46.5	46.4	46.5	46.4	46.3
I56 Food & Beverage Services	42.0	40.9	40.4	40.2	40.1	40.4	40.9	41.2
J58-63 INFORMATION AND COMMUNICATIONS	41.7	41.5	41.5	41.4	41.5	41.7	41.5	41.4
J58-61 Telecommunications, Broadcasting & Publishing	42.3	41.9	41.9	41.9	42.0	42.1	41.8	41.6
J62-63 IT & Other Information Services	41.2	41.2	41.2	41.0	41.1	41.4	41.3	41.2
K64-66 FINANCIAL AND INSURANCE SERVICES	41.2	41.1	41.1	41.1	41.1	41.0	41.1	41.1
K64 & 66 (excl.662) Financial Services	41.3	41.3	41.2	41.2	41.3	41.2	41.3	41.2
K65 & 662 Insurance Services	40.0	40.2	40.1	40.2	40.1	40.0	40.2	40.2
L68 REAL ESTATE SERVICES	44.6	44.5	44.8	44.6	45.1	44.8	44.9	45.3
M69-75 PROFESSIONAL SERVICES	43.6	43.1	42.9	43.0	42.7	42.9	43.1	43.2
M69-70 Legal, Accounting & Management Services	41.3	41.2	41.2	41.5	41.1	41.2	41.2	41.2
M71 Architectural & Engineering Services	47.0	46.2	45.6	45.5	45.4	45.5	46.0	46.5
Other Professional Services	41.8	41.7	42.0	41.6	41.8	42.4	42.3	42.0
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	47.5	47.3	46.4	46.6	46.3	46.3	46.4	46.2
N80 Security & Investigation	52.8	52.1	50.5	51.1	50.2	50.4	50.4	50.3
N81 Cleaning & Landscaping	44.9	44.6	43.8	43.9	43.6	43.8	44.0	43.6
Other Administrative & Support Services	44.8	45.2	45.3	45.2	45.3	45.4	45.3	45.0
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	42.1	42.0	42.1	42.1	42.1	42.1	42.1	42.1
O84,P85 Public Administration & Education	41.3	41.3	41.5	41.4	41.5	41.5	41.6	41.6
Q86-88 Health & Social Services	42.0	41.9	41.9	41.9	41.9	41.9	41.9	41.9
R90-93 Arts, Entertainment & Recreation	43.9	43.8	44.2	44.2	44.2	44.2	44.1	44.1
S,T,U Other Community, Social & Personal Services	43.8	43.5	42.9	43.3	43.0	42.9	42.6	42.7
A,B,D,E,V OTHERS*	45.7	45.6	45.6	45.6	45.6	45.4	45.8	45.9

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

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

Notes :

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

8.2 HOURS WORKED

AVERAGE WEEKLY PAID OVERTIME HOURS WORKED PER EMPLOYEE BY INDUSTRY

Industry (SSIC 2010)	2013	2014	2015	2015				Hours
				Mar	Jun	Sep	Dec	2016
				Mar	Jun	Sep	Dec	Mar
TOTAL	3.8	3.7	3.4	3.4	3.4	3.4	3.4	3.3
C10-32 MANUFACTURING	7.1	6.7	6.3	6.4	6.4	6.4	6.1	6.2
C10-12 Food, Beverages & Tobacco	4.1	3.9	4.0	3.6	4.0	4.3	3.9	3.8
C17,18,22 Paper / Rubber / Plastic Products & Printing	5.7	5.8	5.4	5.6	5.3	5.6	5.1	4.7
C19-21 Petroleum, Chemical & Pharmaceutical Products	2.9	2.8	2.6	2.6	2.6	2.5	2.7	2.7
C25,28 Fabricated Metal Products, Machinery & Equipment	9.0	8.6	7.6	7.5	7.8	7.7	7.3	7.0
C26 Electronic, Computer & Optical Products	4.8	4.8	4.3	4.5	4.4	4.4	4.0	4.9
C29-30 Transport Equipment	9.5	8.8	9.0	9.2	8.9	9.0	8.9	8.7
Other Manufacturing Industries	7.2	6.3	5.9	5.7	6.5	5.8	5.8	6.0
F41-43 CONSTRUCTION	8.5	8.2	7.6	7.3	7.5	7.7	7.7	7.8
G-U SERVICES	1.7	1.7	1.6	1.6	1.6	1.6	1.6	1.6
G46-47 WHOLESALE AND RETAIL TRADE	1.7	1.8	1.8	1.8	2.0	1.9	1.6	1.5
G46 Wholesale Trade	1.5	1.7	1.8	1.8	2.0	1.9	1.5	1.4
G47 Retail Trade	2.0	2.0	1.8	1.8	1.9	1.8	1.8	1.7
H49-53 TRANSPORTATION AND STORAGE	3.0	3.0	2.9	2.9	2.7	2.8	3.2	2.8
H49,5221 Land Transport & Supporting Services	3.8	4.0	3.3	3.3	3.3	3.3	3.4	3.6
H50,5222, 5225 Water Transport & Supporting Services	1.7	1.9	1.7	1.8	1.7	1.7	1.8	1.9
H51,5223 Air Transport & Supporting Services	2.2	1.8	2.1	2.4	1.3	1.8	2.9	2.0
Other Transportation & Storage Services	4.0	4.2	4.1	3.8	4.1	4.2	4.3	3.5
I55-56 ACCOMMODATION AND FOOD SERVICES	2.3	1.9	1.8	1.8	1.8	1.7	1.9	1.8
I55 Accommodation	2.6	2.7	2.6	2.7	2.5	2.6	2.7	2.5
I56 Food & Beverage Services	2.2	1.7	1.6	1.6	1.6	1.5	1.7	1.6
J58-63 INFORMATION AND COMMUNICATIONS	0.5	0.4						
J58-61 Telecommunications, Broadcasting & Publishing	0.8	0.6	0.7	0.6	0.7	0.7	0.6	0.6
J62-63 IT & Other Information Services	0.3	0.2	0.2	0.2	0.2	0.2	0.2	0.2
K64-66 FINANCIAL AND INSURANCE SERVICES	0.2							
K64 & 66 (excl.662) Financial Services	0.2	0.2	0.2	0.2	0.2	0.2	0.2	0.2
K65 & 662 Insurance Services	0.3	0.3	0.2	0.3	0.2	0.2	0.2	0.2
L68 REAL ESTATE SERVICES	2.2	2.0	2.3	2.2	2.5	2.2	2.3	2.7
M69-75 PROFESSIONAL SERVICES	2.1	1.8	1.4	1.5	1.3	1.3	1.5	1.6
M69-70 Legal, Accounting & Management Services	0.8	0.8	0.5	0.7	0.5	0.5	0.6	0.5
M71 Architectural & Engineering Services	4.3	3.7	2.9	2.9	2.7	2.7	3.2	3.6
Other Professional Services	0.7	0.6	0.7	0.7	0.8	0.8	0.8	0.7
N77-82 ADMINISTRATIVE AND SUPPORT SERVICES	4.8	5.3	4.4	4.7	4.5	4.2	4.4	4.6
N80 Security & Investigation	9.6	10.3	9.1	10.0	9.1	8.6	8.6	9.1
N81 Cleaning & Landscaping	2.3	2.6	1.8	1.8	1.7	1.6	2.2	1.8
Other Administrative & Support Services	2.6	2.9	2.8	2.6	2.9	2.9	2.9	3.1
O-U COMMUNITY, SOCIAL AND PERSONAL SERVICES	0.5	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	0.5	0.5	0.5	0.5	0.5	0.4	0.5
R90-93 Arts, Entertainment & Recreation	1.2	1.2	1.5	1.5	1.4	1.3	1.7	1.5
S,T,U Other Community, Social & Personal Services	1.7	1.7	1.5	1.8	1.7	1.8	1.0	0.9
A,B,D,E,V OTHERS*	3.1	2.9	3.0	3.0	3.0	2.7	3.2	3.3

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

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

Notes :

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

Explanatory Notes

Labour Market First Quarter 2016

Unemployment

Source

Labour Force Survey

Coverage

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

Concepts and Definitions

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

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

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

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

Uses and Limitations

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

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

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

¹ Population figures for March and June are finalised in September while figures for September and December are finalised in March the next year. Unemployment data are therefore subject to the latest available population estimates.

rise due to 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.

Redundancy

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

Redundancy comprises retrenchment and early release of contract workers due to redundancy.

Retrenchment refers to the termination of employment of a permanent employee due to redundancy. In the public sector, it includes those who left service under the Special Resignation Scheme that allows redundant non-deployable Civil Service or Statutory Board employees to leave their organisations with compensation.

Early release of contract workers refers to employees on term contracts which were terminated prematurely because of redundancy.

Uses and Limitations

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

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

Re-entry into Employment

Source

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

Coverage

Information on resident workers made redundant 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. From the second quarter of 2009, the coverage is further expanded to include employees on term contracts which were terminated prematurely due to redundancy. The status of re-entry into employment of these workers is tracked using CPF records. Hence, it does not capture workers made redundant who went into self or informal employment or undergo training while looking for a job.

Concepts and Definitions

Re-entry rate is defined as the proportion of residents made redundant who re-entered employment. The re-entry rate for a quarter refers to the re-entry rate as at end of the quarter for the residents made redundant in the previous quarter. For example, the re-entry rate for second quarter 2009 shows the proportion of residents made redundant in the first quarter of 2009 who had re-entered employment by June 2009. The annual average re-entry rate is the simple average of the quarterly figures. The "Re-employment" (of workers made redundant) series has been renamed "Re-entry into Employment". This is to avoid confusion with the use of the term "Re-employment" in the Retirement and Re-employment Act, which refers to the re-employment of workers past the retirement age.

Uses and Limitations

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

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

Job Vacancy

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

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

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

Uses and Limitations

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

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

Labour Turnover

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

Uses and Limitations

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

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

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

Paid Hours Worked

Source

Labour Market Survey

Coverage

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

Concepts and Definitions

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

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

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

Uses and Limitations

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

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

Reliability of Data

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

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

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

	Reference Period	Estimate	Standard Error	Relative Standard Error (%)	95% Confidence Interval	
					Lower	Upper
UNEMPLOYMENT						
Number of Unemployed Residents	Mar 16	57,300	2,900	5.1%	51,600	63,100
Resident Unemployment Rate	Mar 16	2.5%	0.13%-pt	5.2%	2.2%	2.8%
JOB VACANCY						
Job Vacancy Number	Mar 16	49,200	600	1.3%	47,900	50,500
Job Vacancy Rate	Mar 16	2.4%	0.03%-pt	1.3%	2.3%	2.4%
LABOUR TURNOVER						
Average Monthly Recruitment Rate	1Q 16	2.3%	0.03%-pt	1.2%	2.2%	2.3%
Average Monthly Resignation Rate	1Q 16	1.8%	0.02%-pt	0.9%	1.8%	1.9%
HOURS WORKED						
Average Weekly Paid Overtime Hours Worked Per Employee	Mar 16	3.3	0.04	1.1%	3.3	3.4

Note: Data are non-seasonally adjusted.

FEEDBACK FORM

TITLE OF REPORT : LABOUR MARKET FIRST QUARTER 2016

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

	Excellent	Good	Average	Poor
a) Relevance to your work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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c) Ease of understanding	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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

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